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ABSTRACT

This study was undertaken in an effort to provide community college administrators with a resource tool from which they may readily obtain comparative data on current negotiated contract provisions at other institutions. The report is the first in a projected series of nationwide studies conducted by the Massachusetts State Board of Regional Community Colleges and includes relevant provisions from 84 public community college contracts affecting faculty and certain other professional employees. Data in the report were compiled from contracts on file and therefore may not reflect current practice at a particular institution. Contract provisions selected for comparison include: employee unit definition; management positions specifically excluded from bargaining unit; general contract provisions; work load provisions affecting full-time faculty; provisions affecting chairmen; promotion and tenure policies; definition of grievance; summary of grievance provisions; arbitration provisions in grievance procedure; management rights; union privileges; full-time faculty salary ranges; summer, evening, and overload provisions; insurance and related benefit provisions reported; sabbatical leave provisions; and leave provisions reported. (JDS)

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COLLECTIVE BARGAINING IN PUBLIC COMMUNITY COLLEGES

A SURVEY OF RELEVANT CONTRACT PROVISIONS FROM 84 PROFESSIONAL CONTRACTS COVERING 120 INSTITUTIONS

Spring 1975

Prepared By

Massachusetts Board of Regional Community Colleges

177 Milk Street

Boston, Massachusetts 02109

JC 760 455

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COLLECTIVE BARGAINING IN PUBLIC COMMUNITY COLLEGES
A SURVEY OF RELEVANT CONTRACT PROVISIONS FROM
84 PROFESSIONAL CONTRACTS COVERING 120 INSTITUTIONS

Spring 1975

Covers the following Institutions:

1. District of Columbia
   Washington Technical Institute

2. Florida
   Hillsborough

3. Illinois
   City Colleges of Chicago
      Amsden-Mayfair
      Kennedy-King
      Loop College
      Malcom X
      Olive-Harvey
      Southwest Campus
      Wright Campus

4. Kansas
   Garden City
   Hutchinson
   Labette

5. Maine
   Maine Vocational Technical
   Institutes:
      Central MVTI
      Eastern MVTI
      Northern MVTI
      Southern MVTI
      Washington County MVTI

6. Maryland
   Community College of Baltimore

7. Massachusetts
   Bristol
   Massasoit
   Mount Wachusett

8. Michigan
   Charles Stewart Mott
   Glen Oaks
   Henry Ford
   Jackson
   Kalamazoo
   Kellogg
   Lansing
   Macomb County
   Mid-Michigan
   Monroe County
   Oakland
   Saint Clair
   Schoolcraft
   Wayne County
   West Shore

9. Minnesota
   State Community College Board:
      Anoka Ramsey
      Austin
      Brainerd
      Fairlakes
      Fergus Falls
      Hibbing
      Inver Hills
      Itasca
      Lakewood
      Mesabi
      Metropolitan
      Normandale
      North Hennepin
      Northland
      Rainey River
      Riverview
      Rochester
      Vermillion
      Willmarx
      Worthington

10. New Jersey
    Atlantic
    Bergen
    Brookdale
    Gloucester
    Mercer
    Middlesex
    Passaic
    Somerset

11. New York
    Auburn
    Broome Technical Institute
    City University of New York:
       Bronx
       Hostos
       Kingsborough
       LaGuardia
       Manhattan
       New York City
       Queensborough
       Staten Island
    Dutchess
    Fashion Institute of Technology
    Finger Lakes
    Fulton-Montgomery
    Genesee
    Jamestown
    Mohawk Valley
    Monroe
    Niagara

11. New York (Continued)
Onondaga
Orange
Rockland
Schenectady
Ulster
Westchester

12. Oregon
Southwestern Oregon

13. Pennsylvania
Beaver County
Bucks County
Lehigh County
Community College of Philadelphia
Westmoreland County
Williamsport Area

14. Rhode Island
Rhode Island Community College

15. Washington
Bellevue
Centralia Technical Institute
Green River
Lower Columbia
Tacoma
Yakima Valley

16. Wisconsin
Eau Claire Technical Institute
Fox Valley Technical Institute
Lakeshore Technical Institute
Mid-State Technical Institute
Milwaukee Technical Institute
Moraine Park Technical Institute
North Central Technical Institute
Waukesha County Technical Institute

This study was undertaken in an effort to provide administrators within community colleges with a resource tool from which they may readily obtain comparative data on current negotiated provisions at other institutions.

The report is the first of a series of nationwide studies conducted by this office and includes relevant provisions from 84 Public Community College Contracts affecting faculty and certain other professional employees. The data was compiled from contracts on file at this office and therefore may not reflect a current practice at a particular college, if that practice was not negotiated into the current agreement. For instance, policies concerning fringe benefits may not appear in a contract but instead be provided for by statute.

We wish to thank those college officials who provided contracts. Without their assistance, this report could not have been compiled. Very special appreciation goes to Ms. Doreen McLean and Ms. Cynthia Rich for their patience, sacrifices and encouragement during the months of preparation. A special thanks for their efforts given in the editing and typing of the report.

Additional copies of this report may be obtained from the Massachusetts Board of Regional Community Colleges, 177 Milk Street, Boston, Massachusetts, 02109. Please address all inquiries to either Mr. William A. Baker, Director of Personnel and Management Services or Mr. J. Laurence Reeves, Staff Assistant for Employee Relations.

CONTENTS

Table		Page
I	Employee Unit Definition	1
II	Management Positions Specifically Excluded From Bargaining Unit	13
III	General Contract Provisions	23
IV (a)	Work Load Provisions Affecting Full-Time Faculty	31
IV (b)	Work Load Provisions Affecting Full-Time Faculty	42
V	Provisions Affecting Chairmen	47
VI	Promotion and Tenure Policies	55
VII (a)	Definition of Grievance	68
VII (b)	Summary of Grievance Provisions	78
VII (c)	Arbitration Provisions in Grievance Procedure	86
VIII	Management Rights	94
IX	Union Privileges	98
X	Full-Time Faculty Salary Ranges	102
XI	Summer, Evening and Overload Provisions	111
XII	Insurance and Related Benefit Provisions Reported	122
XIII	Sabbatical Leave Provisions	129
XIV	Leave Provisions Reported	138

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
1. District of Columbia		
Washington Tech. Inst.	Washington Tech. Inst. Fed. of Teachers (Local 2142, AFT, AFL-CIO)	all full-time teaching faculty members, developmental advisors, and librarians
2. Florida		
Hillsborough	Faculty Bargaining Council (NEA/IND)	all full-time professional personnel with faculty status...shall cover all full-time personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory or administrative
3. Illinois		
City Colleges of Chicago	Cook County College Teachers Union (Local 1600, AFT, AFL-CIO)	all full-time faculty members
Highland	Highland C.C. Faculty Senate (Local 1957, AFT, AFL-CIO)	all full-time teaching faculty, counselors, assistant librarians, department heads
Illinois Valley	American Fed. of Teachers (Local 1810, AFT, AFL-CIO)	all teaching personnel under contract for academic years 1974-76
Joliet	Joliet Jr. C. Council, Will County Fed. of Teachers (Local 604, AFT, AFL-CIO)	all full-time members, counselors, librarians, advisors and department chairmen
Lake Land	Lake Land Faculty Ass'n (IND)	all full-time staff members who have contracted half-time or more teaching, counseling or instructional materials assignments
Prairie State	Prairie State College Chapter of Cook County Teachers Union (Local 1600, AFT, AFL-CIO)	all full-time faculty,...defined as assigned instructors, department chairmen and/or director, librarian and counselor...person who is assigned to teach 10 or more equalized hours for each semester

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
3. Illinois Continued		
Sauk Valley	Sauk Valley C.C. Ass'n (NEA)	full-time professional staff
Thornton	Thornton C.C. Faculty Ass'n (Local 1600, AFT, AFL-CIO)	faculty members with a normal load as set forth in this agreement and paid in accordance with the salary schedule set forth in this agreement, as well as coordinators, counselors, librarians, and the AV director who are employed on a full-time basis and who are paid in accordance with the salary schedule set forth in this agreement
Triton	Triton College Faculty Ass'n (IND)	all faculty members including directors and coordinators not presently on a twelve month salary schedule, and instructors, counselors, librarians and department chairmen
Waubonsee	Waubonsee C.C. Faculty Fed. (Local 2065, AFT, AFL-CIO)	full-time faculty...assigned as instructor, or librarian ...divisional chairmen with respect to their teaching assignment
4. Kansas		
Garden City	Kansas Higher Education Ass'n 700h (NEA)	professional employees
Hutchinson	Hutchinson Nat'l Faculty Ass'n (NEA)	all full-time professional personnel presently employed by the board, including instructors, counselors, librarians and department chairmen
Labette	Labette Community Jr. College Faculty Ass'n (NEA)	all certified personnel who are covered by the general salary schedule including all classroom teachers
5. Maine		
Maine Voc.-Tech. Inst.[2]	State of Maine Voc.-Tech. Inst. Faculty Ass'n (NEA)	those instructors holding a contract for full-time service of more than 18 weeks duration...an administrative employee who devotes more than 60 per cent of his time to student instruction

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
6. Maryland		
Community College of Baltimore	C.C. of Baltimore Faculty Fed. (Local 1980, AFT, AFL-CIO)	1. all full-time ten-month educational personnel 2. all full-time twelve-month educational personnel who do not receive an administrative supervisory differential whose duties include teaching, counseling, or library service fifty (50) per cent or more of their working time
7. Massachusetts		
Bristol	Bristol C.C. Faculty Ass'n (MFT, AFT, AFL-CIO)	full-time guidance counselors, instructors, division chairmen, professional librarians, registrar, director of student activities, director of admissions
Massasoit	Massasoit C.C. Faculty Ass'n (MTA, NEA)	full time guidance counselors, full-time instructors, professional librarians, the registrar, director of student activities, director of admissions
Mount Wachusett	Mount Wachusett C.C. Faculty Ass'n (MTA, NEA)	instructors, assistant professors, associate professors, professors, assistant librarians, guidance counselors, audiovisual personnel
8. Michigan		
Charles Stewart Mott	Charles Stewart Mott C.C. Education Ass'n (NEA)	all full and part-time professional personnel...included in the bargaining unit described as: all teaching faculty, counselors, area coordinators, health counselors, and related trade and tech. instructors
Glen Oaks	Glen Oaks C.C. Faculty Senate (NEA)	full-time teaching faculty including counselors and professional library employees
Henry Ford	Henry Ford C.C. Fed. of Teachers (Local 1650, AFT, AFL-CIO)	all classroom teachers, all department heads, all counselors and all librarians

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
8. Michigan Continued		
Jackson	Jackson C.C. Faculty Ass'n (NEA)	teaching faculty, librarians, counselors, and department chairmen employed or to be employed by the board on a full-time or part-time basis
Kalamazoo Valley	Kalamazoo Valley C.C. Faculty Ass'n (NEA)	all...full-time, ten-month, instructional faculty, program counselors, and librarians
Kellogg	Kellogg Faculty Ass'n (NEA)	all teaching faculty under contract, including librarians, assistant librarians, audiovisual coordinator and counselors
Lansing	Lansing C.C. Chapter of the Michigan Ass'n for Higher Education(NEA)	all full-time professors, associate professors, assistant professors, instructors, teaching tech., librarians and counselors...all regular part-time faculty who teach one-fourth of the average contract load of the full-time faculty members in their respective departments; all full-time laboratory tech.; all part-time laboratory tech. and part-time librarians working ten hours a week or more, and the laboratory supervisor
Macomb County	Macomb County C.C. Faculty Org. (IND)	all full-time teachers, counselors, librarians, research assistants, teachers employed in the programmed learning center and teacher coordinators in student cooperative programs
Mid-Michigan	Mid-Michigan C.C. Faculty Senate (NEA)	all college professional personnel under contract on a full-time or part-time basis, on leave, on a per-diem basis employed or to be employed by the board
Monroe County	Monroe County C.C. Faculty Ass'n (NEA)	all full-time non-administrative faculty under regular contracts
Oakland	Oakland C.C. Faculty Ass'n (NEA)	all full-time faculty: all persons who are employed on a ten-month teaching contract and who are employed to teach more than eight (8) credit hours or more than two (2) sections during any full session...librarians, counselors, instructors in the individualized programmed learning laboratories and the carrel arcades who work more than 15 hours per week

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
8. Michigan Continued		
Saint Clair	Saint Clair C.C. District of the Michigan Ass'n for Higher Education (NEA)	all college professional personnel on a full-time or part-time basis, on leave, on a per-diem basis; includes teaching technicians, para-professional instructors, instructors, Learning Resources Center faculty and Counselors
Schoolcraft	Faculty Forum of Schoolcraft College (NEA)	all instructors, counselors, and librarians employed full-time
Wayne County	Wayne County C.C. Fed. of Teachers (Local 2000, AFT, AFL-CIO)	all full-time and all regular part-time faculty members: instructors, counselors, librarians and coaches
West Shore	West Shore C.C. Faculty Senate (IND)	all...full-time instructional faculty, counselors and librarians
9. Minnesota		
State Community College board[3]	Minnesota C.C. Faculty Ass'n (NEA)	all instructors, counselors, and librarians who work more than 14 hours per week and more than 100 days per year
10. New Jersey		
Atlantic	Faculty Ass'n of Atlantic C.C., Inc. (NEA)	all full-time faculty...teaching faculty, counselors, librarians
Bergen	Bergen C.C. Faculty Ass'n (NEA)	all full-time faculty holding the rank of professor, associate professor, assistant professor, instructor or associate instructor and all full-time employees bearing the title of library associate, professional assistant, or tech. assistant.
Brookdale	Brookdale C.C. Faculty Ass'n (NEA)	all personnel employed under and by virtue of the terms and conditions of the Schedule of Salary and Conditions, Full-Time Personnel

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
10. New Jersey Continued		
Gloucester	Gloucester County College Fed. of Teachers (Local 2338, AFT, AFL-CIO)	all faculty members including full-time teaching staff, student services staff, and librarians
Mercer	Faculty Ass'n of Mercer County Community College (NEA)	full-time teaching faculty, full-time professional personnel of the library, media center, academic skills lab., and student personnel services
Middlesex	Faculty Org. of Middlesex County College (Local 1960, AFT, AFL-CIO)	all full-time faculty members
Passaic	Passaic County Community College Faculty Ass'n (NEA)	all full-time faculty
Somerset	Somerset County College Faculty Fed. (Local 2375, AFT, AFL-CIO)	all full-time faculty...full-time teaching assistants, tech. assistants, library assistants, lab. assistants, counselors, college nurse and learning resources personnel whether under contract, on leave or to be employed by the Board
11. New York		
Auburn	Auburn C.C. Faculty Ass'n (ACCF)[4]	all full-time faculty with academic rank
Broome Tech.	Faculty Ass'n of Broome Tech. College (NYSUT, AFT/NEA)[5]	faculty counselors, directors, librarians, divisional and department chairmen
City University of New York[6]	Professional Staff Congress (NYSUT, AFT/NEA)	all members of the instructional staff: professor, associate professor, assistant professor, adjunct professor, adjunct associate professor, adjunct assistant professor, adjunct lecturer, lecturer (full-time), graduate fellow ("A","B"), instructor, research associate, research assistant, registrar, distinguished professor from within CUNY, associate registrar, assistant registrar, registrar's assistant, lab. technician ("A","B","C"), college physician, higher education officer, higher education associate, higher education assistant, assistant to higher education officer, higher

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
11. New York Continued		
Ulster	Ulster County C.C. Faculty Ass'n (ACCF)	full-time professional teaching staff holding academic rank
Westchester	Westchester C.C. Fed. of Teachers (NYSUT, AFT/NEA)	all full-time and regular part-time professional staff employees ...supporting professional employees
12. Oregon		
Southwestern Oregon	Southwestern Oregon C.C. Fed. of Teachers (AFT)	all faculty members who work fifty per cent or more of the time on an annual contract
13. Pennsylvania		
Beaver County	Beaver County Society of the Faculty (NEA)	faculty, counselors, librarians, coordinators
Bucks County	Bucks County C.C. Fed. of Teachers (Local 2238 AFT, AFL-CIO)	professors, senior associate professors, associate professor, assistant professors, instructors, associate instructors, librarians, counselors, including area coordinators
Lehigh County	Lehigh County C.C. Faculty Ass'n (NEA)	teaching faculty, counselors, librarians, student activities, coordinator, learning assistance lab. personnel
Community College of Philadelphia	The Faculty Fed. of the C.C. of Philadelphia (Local 2026, AFT, AFL-CIO)	full-time departmental assistants, assistant instructors, departmental associate, associate instructor, instructors, assistant professors, associate professor, professors
Westmoreland County	Westmoreland County C.C. Professional Ass'n (NEA)	all full-time professional employees whose primary responsibility is instruction or a professional function primarily related to educational services or resources not of an administrative nature including: department chairmen, librarian assistant and all para-professional employees related to the educational function
Williamsport Area	Williamsport Area C.C. Education Ass'n (NEA)	full-time teaching faculty, counselors and librarians

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
11. New York Continued		
City University of New York (Continued)		education intern, business manager, assistant business manager, assistant to business manager, chairmen of college departments and in the Hunter College Elementary School and Hunter College High School: chairman of department, teacher, assistant teacher, substitute teacher, temporary teacher, guidance counselor, teacher of library, college lab. technician, placement director, educational and vocational teacher and in the Early Childhood Centers: teacher, assistant teacher
Dutchess	Dutchess United Educators (NYSUT, AFT/NEA)	all full-time professors, associate professors, assistant professors, and instructors and all full-time non-teaching professionals serving in the following positions: associate dean of administration, and students, associate directors of admissions and the computer center, directors of instructional media, student affairs, placement and career development, financial aid, developmental education and scheduling, associate librarian, registrar and director of admissions, assistant dean of continuing education, counselor, assistant directors of student affairs and the computer center, coordinator of computer assisted instruction, assistant librarian
Fashion Inst.	United Fed. of College Teachers (Local 1460, AFT, AFL-CIO)	all members, full and part-time, of the faculty holding instructional rank; non-classroom faculty; technologists and staff members: classroom and non-classroom faculty, technologists, and staff personnel
Finger Lakes	Faculty Ass'n of C.C. of the Finger Lakes (ACCF)	all full-time teaching faculty (assistant instructor, instructors, assistant professors, associate professors, professors) and the head librarian, associate librarian, director of admissions, director of financial aid, assistant librarian, college nurse, lab. assistant, director of reading programs, counselor, director of student activities, director of learning resources, director of counseling, and department heads

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
11. New York Continued		
Fulton-Montgomery	Fulmont Ass'n of College Educators (ACCF)	all professional employees
Genesee	Genesee Faculty Ass'n (ACCF)	all full-time teaching faculty, division chairmen, full-time librarians and full-time counselors
Jamestown	Faculty Ass'n of Jamestown C.C. (ACCF)	all professional college personnel under contract, full-time or part-time...shall include teachers, librarians, counselors, coordinators, division chairmen and professional assistants in the admissions and registrars offices
Mohawk Valley	Mohawk Valley C.C. Professional Ass'n (NYSUT, AFT/NEA)	all full-time professional service, faculty and professional support staff
Monroe	Faculty Ass'n of Monroe C.C. (NYSUT, AFT/NEA)	Teaching faculty, department chairpersons, librarians, guidance counselors, admissions counselors, occupational counselors, business manager, controller, directors, associate directors, assistant directors, associate deans, student activity counselors, assistant deans, other certified instructional or professional personnel
Niagara	Faculty Ass'n of Niagara County C.C. (IND)	all full-time faculty
Onondaga	American Fed. of Teachers (Local 1845, AFL-CIO)	all full-time counselors, librarians, audiovisual, coordinators, instructors assistants, lecturers, instructors, assistant professors, associate professors, professors
Rockland	Rockland C.C. Fed. of Teachers (NYSUT, AFT/NEA)	all members of the administrative staff; all members of the teaching faculty who: (1) hold academic rank, (2) are paid a salary based on a full-time teaching contract, (3) include in their duties the teaching of 3 or more hours and (4) who fulfill other departmental and faculty responsibilities; librarians, counselors
Schenectady	Schenectady C.C. Faculty Ass'n (ACCF)	full-time faculty members, librarians, nurses, directors, coordinators, and specialists

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
14. Rhode Island		
Rhode Island Jr. College	Rhode Island Jr. College Faculty Ass'n (NEA)	all employees of Rhode Island Jr. College who are members of the bargaining unit outlined in the R. I. Labor Relations Board Case EE No. 1984
15. Washington		
Bellevue	Bellevue C.C. Education Ass'n (NEA)	"academic employee",...any employee represented by the Bellevue C.C. Education Ass'n employed as a teacher, counselor, or any other position for which the training, experience and responsibilities are comparable as determined by the appointing authority
Centralia Tech.	Centralia Tech. Ass'n for Higher Education (NEA)	all C.C. District 12 faculty members as defined in RCW 28B.52 and/or listed in the salary appendix of this agreement (teacher, counselor, librarians or department heads)
Green River	Green River C.C. Fed. of Teachers (Local 2195, AFT, AFL-CIO)	all C.C. District 10 faculty members in the following catagories and as further defined in RCW 28B.52. 1) instructional 2) counseling 3) instructional resources and services (job titles in this catagory will include but not be limited to "librarians" and "media specialists")(dept. heads, librarian, teacher, counselor)
Lower Columbia	Ass'n of Higher Education (NEA)	all Lower Columbia College faculty members as defined in RCW 28B.52 (teacher, counselor, librarian or department head)
Tacoma	Tacoma C.C. Fed. of Teachers (Local 2196, AFT, AFL-CIO)	academic employees...teachers, counselors, librarians and department heads
Yakima Valley	Yakima Valley College Fed. of Teachers (Local 1485, AFT, AFL-CIO)	all academic employees employed by C.C. District 16... instructor, counselor, librarian, department heads

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE
16. Wisconsin[7]		
Eau Claire	District 1 Voc-Tech Teachers Fed. (Local 1714, AFT, AFL-CIO)	all ... certified personnel...including classroom teachers and other special teachers
Fox Valley	Fox Valley Tech Inst. Faculty Ass'n (NEA)	all full-time employees and all part-time employees teaching 12 or more hours per week in the day school of the district and engaged in teaching for at least 19 weeks, including classroom instructors and guidance counselors
Lakeshore	Lakeshore Education Ass'n (NEA)	all department heads, librarians, guidance personnel, counselors and teachers
Mid-State	Mid-State Voc-Tech Faculty Ass'n (NEA)	all full-time teaching personnel who teach 50% or more of a full-time teaching schedule including classroom teachers, librarians and guidance counselors
Milwaukee	American Fed. of Teachers (Local 212, AFT, AFL-CIO)	all regular teaching personnel teaching at least 50% of a full-time teaching schedule
Moraine Park	Faculty Ass'n of Moraine Park, Voc-Tech and Adult Education District (AFT)	all regular full-time teaching personnel including guidance counselors
North Central	North Central Ass'n (NEA)	all certified personnel...the assistant librarian and the counselors
Waukesha	Waukesha County Tech. Education Ass'n (NEA)	all regular full-time teaching personnel, including department chairmen and guidance counselors and all regular part-time teaching personnel who teach day-time credit courses

Notes:

1. Includes: Amundsen-Mayfair, Kennedy-King, Loop College, Malcom X, Olive-Harvey, Southwest Campus, Wright Campus.

TABLE I

EMPLOYEE UNIT DEFINITION

COMMUNITY COLLEGE	RECOGNIZED BARGAINING AGENT	EMPLOYEE UNIT SCOPE

Notes Continued:

2. Includes: Central Maine VTI, Eastern Maine VTI, Northern Maine VTI, Southern Maine VTI and Washington County Maine VTI.
3. Includes: Anoka-Ramsey, Austin, Brainerd, Fairlakes, Fergus Falls, Hibbing, Inver Hills, Itasca, Lakewood, Mesabi, Metropolitan, Normandale, North Hennepin, Northland, Rainey River, Riverview, Rochester, Vermillion, Willmarx, Worthington.
4. Associated Community College Faculties
5. New York State United Teachers
6. Includes: Bronx, Hostos, Kingsborough, La Guardia, Manhattan, New York City, Queensborough and Staten Island
7. All institutions in Wisconsin are Technical Vocational Institutes.

ADDITIONAL--New York

Orange	Faculty Association of Orange County Community College (ACCF)	all full-time and part-time day professional personnel

17

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
1. District of Columbia	
Washington Tech. Inst.	1
2. Florida	
Hillsborough	an employee that has been placed within the administrative salary schedule or has the authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward or discipline other employees, or responsibility to direct them or to schedule their work, or to evaluate or report on their performance, or to adjust grievance or to effectively recommend such actions, if in connection with the foregoing, the exercise of authority is not of a merely routine or clerical nature but requires the use of independent judgement
3. Illinois	
City Colleges of Chicago	presidents, deans, vice presidents, assistant deans and employees of the central administration
Highland	the president, his assistants, deans, associate deans, controller, division chairman, director of admissions and records, director of student financial aids and resource development, director of college relations, director of data processing, director of physical plant and maintenance, director of library services, coordinator of audiovisual services, coordinator of student activities, director of auxiliary services, purchasing agent, and all other administrative and classified personnel
Illinois Valley	president, deans of instruction, student services, business services, associate deans of career education, continuing education and community service, directors of audiovisual services and admissions and financial aid, assistant to the dean of business services, division chairman, registrar, librarians, other non-teaching administrative personnel, individuals hired to work at the Sheridan Correctional Center
Joliet	president, other administrative, executive and supervisory personnel, and that portion of the department chairman's role that is administrative (however the pay for portion of department chairman's role that is administrative is covered by this agreement)
Lake Land	

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
3. Illinois Continued	
Prairie State	———
Sauk Valley	the president, deans, directors, plant engineer, registrar, their assistants and associates... individuals whose duties are primarily administrative in nature or who, as part of official duties is called upon to evaluate performance of employees and make recommendations with reference to dismissal, retention or other matters dealing with the employees continuing status
Thornton	the president, vice presidents, deans, assistant deans, part-time employees and all other personnel employed by the board
Triton	———
Waubonsee	divisional chairmen relative to their management assignments
4. Kansas	
Garden City	———
Hutchinson	president, all deans, the business manager and administrative personnel
Labette	administrative employees
5. Maine	
Maine Voc. Tech. Inst.	employees who spend more than 60 per cent of their time on administrative duties
6. Maryland	
Community College of Baltimore	———

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
7. Massachusetts	
Bristol	president, assistant to the president, every dean, business manager, director of evening division and/or summer division, division chairman, registrar
Massasoit	president, assistant to the president, every dean, division chairman, business manager, director of continuing education
Mount Wachusett	president, assistant to the president, every dean, business manager, division chairman, registrar, librarian, director of guidance, director of admissions, director of audiovisual and staff assistant
8. Michigan	
Charles Stewart Mott	president, vice president, deans of student personnel, tech. education, community services and liberal arts, directors of guidance, student activities, admissions, continuing education, Bower Theatre, college relations, dental hygiene, computer center, financial aid, staff personnel services, food services, research and planning, buildings and grounds, business manager, division chairmen, registrar, assistant directors of admissions and student activities, librarians, bookstore manager, assistant book store manager, business office manager, cafeteria manager, stockroom manager, supervisor of instructional media, Bower Theatre technicians, administrative assistant to president, substitutes other than regular instructors employed as substitutes, all teaching personnel in the community services division teaching courses of a duration of less than one semester of its hourly equivalent, and all governmentally sponsored, non-collegiate special projects personnel, program supervisor, applied science, controller, chief accountant and budget analyst
Glen Oaks	all administrative personnel and clerical, custodial and other non-teaching personnel
Henry Ford	part-time extra contractual classroom teachers teaching less than eight contract hours
Jackson	_____
Kalamazoo Valley	_____
Kellogg	members of teaching faculty not under contract and those teaching faculty whose teaching load during the academic year is less than (1/3) full-time load, the coordinator of cultural activities, the director of publications, administrative and clerical personnel, department chairmen, and supervisors within the meaning of the act

20

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
8. Michigan Continued	
Lansing	all part-time laboratory technicians holding positions through the cooperative program with Michigan State University and all other employees
Macomb County	administrators, deans, directors, head librarians, coordinators, department chairmen, assistant department chairmen, college nurses, all supervisors, part-time teachers, national teaching fellows, administrative interns, and all other employees
Mid-Michigan	those persons teaching only secondary school and/or continuing education classes...the president, dean (s), division chairmen, and directors and those administrators teaching no more than one class per semester
Monroe County	supervisory and executive personnel, office, clerical, maintenance and operating employees, food service employees, student workers, administrative interns and laboratory technicians
Oakland	officers of the college, other administrative and supervisory personnel, and anyone performing supervisory functions for the college
Saint Clair	the president, and other administrators as defined by the administrative career plan
Schoolcraft	all employees on administrative contracts, part-time and substitute faculty
Wayne County	temporary part-time faculty members; office clerical and support staff employees; supervisory, administrative, and executive employees and all other employees
West Shore	———
9. Minnesota	
State Community College Board	presidents, deans, assistants to the presidents, assistant deans, administrative assistants and all classified personnel
10. New Jersey	
Atlantic	those having administrative and supervisory responsibility such as: area coordinators, department chairpersons, division chairpersons, director of counseling, head librarian, and deans

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
10. New Jersey Continued	
Bergen	the president of the college, vice president, deans (all ranks), department chairmen, and the director of instructional research
Brookdale	(a) learning center chairmen; (b) learning resources center chairmen; (c) student development chairmen
Gloucester	the president, the assistant to the president, deans, assistant deans, directors, division chairmen, assistant division chairmen, the registrar and any faculty member while engaged in service specifically applicable to the office of community services and such professional personnel who are or become responsible for supervisory or evaluative duties with respect to other professional personnel
Mercer	administrative officers and administrative staff, part-time faculty and other part-time professional staff, tech. assistants, non-professional staff, craft employees and policemen, supervisors and managerial executives including all directors, department chairmen, deans and registrars, professional support personnel (without faculty rank)
Middlesex	department chairmen, director of admissions, director of student activities, registrar, assistant to the deans of administration, managerial executives, supervisors as defined in the act, office clerical employees, craft employees and policemen
Passaic	———
Somerset	division directors, department chairmen, deans, assistant deans, associate deans, full-time administrative service personnel, managerial executives, classified personnel and adjunct faculty
11. New York	
Auburn	———
Broome Tech.	those with responsibility for administering
City University of New York	chancellor, deputy chancellor, vice chancellor, president, deputy to the president, vice president, assistant vice president, dean, associate dean, assistant dean, principal--Hunter College, Elementary and High Schools, executive assistant to: the board chairman, chancellor, vice

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
11. New York Continued	
City University of New York (Continued)	chancellor, college president, vice president, chief librarian, director, visiting professor, visiting associate professor, visiting assistant professor, distinguished professor from outside CUNY, provost, office of the vice chancellor for faculty and staff relations, office of the general counsel of the board of higher education, labor designees, administrator series
Dutchess	_____
Fashion Institute	_____
Finger Lakes	all other employees
Fulton-Montgomery	president, deans, associate dean, and director of continuing education, director of data services, superintendant of buildings and grounds and business administrator
Genesee	_____
Jamestown	president, vice president(s), dean(s), associate dean(s), assistant dean(s), administrative assistant(s), financial officer, director of community relations and supervisor of buildings and grounds
Mohawk Valley	president, deans, registrar, department heads, directors of institutional research, admissions, cooperative and career placement, counseling services, data processing, college center, library director, associate dean of student affairs, chairman of physical education, personnel director, full opportunity coordinator, assistant to the president, assistant to the dean of academic affairs, associate director of continuing education, bursar
Monroe	president, vice president, deans, the director of personnel
Niagara	president, dean of the college, dean of student personnel services, dean of administrative affairs, associate dean, division chairmen, business manager, director of continuing education, director of library learning center, part-time faculty, civil service employees
Onondaga	president, vice president, treasurer, deans and registrar and all other members of the college
Rockland	president, dean of college, assistant to president, assistant dean, director of finance and administration, director of campus security, audiovisual technicians, laboratory assistants and

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
11. New York Continued	
Rockland (Continued)	all other technicians, teaching assistants, librarians and counselors who work less than twenty hours per week, dean of administration, dean of continuing education and extension, all other employees
Schenectady	department chairman, director of physical education and all other employees
Ulster	———
Westchester	president, deans, assistant deans, registrar, funding coordinator, coordinator for financial assistance, the director of guidance, the director of business affairs, the director of the computer center, assistants to the president and all division chairman
12. Oregon	
Southwestern Oregon	supervisory and confidential employees,...president, dean of instructional services, dean of student services, director of the learning resource center and director of career education... business manager, director of community services, director of data processing and executive secretary
13. Pennsylvania	
Beaver County	all non-professional employees, supervisors, first-level supervisors and confidential employees as defined in the act
Bucks County	all part-time employees, department chairmen, supervisors, first-level supervisors, management level employees, and confidential employees
Lehigh County	all non-professional, confidential, management level, supervisory and clerical and physical plant employees within the meaning of act
Community College of Philadelphia	departmental heads, curriculum supervisors, division directors and all other administrative personnel, part-time employees, full or part-time visiting lecturers, interns, classified employees and all exempt and confidential employees

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
13. Pennsylvania Continued	
Westmoreland County	president, assistant to the president, dean of administration, dean of continuing education and community services, dean of instruction, dean of student affairs, assistant deans of instruction, director of Kiski Valley Satellite Campus, director of Mon Valley Satellite Campus, director of learning resource center, director of LPN nursing program, director of projects-community service, director of admissions and records, director of counseling service, director of student activities, assistant director of admissions, assistant director of records, director of data center, chief accountant, superintendant of buildings and grounds, director of central services, director of learning library, chief librarian and excluding all supervisors, first level supervisors, management level and confidential employees as defined by the act
Williamsport Area	departmental chairman, non-teaching nurses, assistant admissions officer, employees of the employer performing non-professional work and all other supervisors, first-level supervisors and confidential employees
14. Rhode Island	
Rhode Island Jr. College	_____
15. Washington	
Bellevue	administrative positions: president, executive assistant to the president and director of personnel, dean of instruction, three associate deans of instruction, dean for student services and development, associate dean for human development, associate dean for student information, services and systems, associate dean for student programs and activities, business and financial manager, director of college district planning, director of plant operations, director for student information and financial services, director for minority affairs, director of student placement, controller, director for enrollment services and college relations, bookstore manager, director of library-media center, director of public information
Centralia Tech. Inst.	all non-faculty and classified employees and academic employees who have been exempted by virtue of board Resolution No. 73-53
Green River	administrative, classified, and those employees excluded by law from the higher education personnel board rules

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
15. Washington Continued	
Lower Columbia	deans of instruction, administration, students, assistant dean of instruction for occupational education, assistant dean of instruction for continuing education, assistant dean of students for admissions and records, director of learning resources
Tacoma	———
Yakima Valley	———
16. Wisconsin	
Eau Claire	the district administrator, assistant administrators, supervisors, specialists in administrative capacities, clerical and custodial employees
Fox Valley	directors, administrators, coordinators, supervisors, non-instructional personnel, office, clerical, maintenance and operating employees
Lakeshore	———
Mid-State	all supervisory personnel, the director, administrative personnel, business manager, coordinators, teaching interns, non-contract or substitute teaching personnel and all custodial maintenance and clerical employees
Milwaukee	teaching personnel teaching less than 50% of a full teaching schedule, supervisory personnel such as assistant deans, associate deans, deans, assistant directors and all other executive and administrative personnel
Moraine Park	substitute and part-time teachers, teacher aides, office and clerical employees, maintenance and operating employees, the district director, assistant to the director, administrators, adult education supervisors, coordinators, head librarians, department heads, administrative specialists and all other supervisory employees
North Central	(a) the district director, assistant district director, administrators, coordinators, department chairmen, librarian, instructional media specialist, communications specialist, high school relations and admissions supervisor, student activities supervisor, financial aids supervisor,

TABLE II

MANAGEMENT POSITIONS SPECIFICALLY EXCLUDED FROM BARGAINING UNIT

COMMUNITY COLLEGE	EXCLUSIONS
16. Wisconsin Continued	
North Central (Continued)	registrar, the placement supervisor, and the curriculum coordinator. (b) substitute and part-time teachers including area agents (c) teachers who are not issued individual written contracts and teach in irregular programs, regulated and funded under federal statute including but not limited to the Manpower Development and Training Act on 1962, the adult basic education provisions of the Economics Opportunities Act of 1963 (d) para-professional support personnel including technicians, teaching assistants, secretarial, clerical and office personnel (e) maintenance and operating personnel
Waukesha	———

Notes:

1. Line denotes the fact that we were unable to locate that particular provision within the contract.

ADDITIONAL--New York

Orange ———

27

TABLE III

GENERAL CONTRACT PROVISIONS

COMMUNITY COLLEGE	CONTRACT TERM	ACADEMIC WORK YEAR	MANAGEMENT SIGNATURE (TITLE)
1. District of Columbia			
Washington Tech. Inst.	9/18/72-9/15/73 (extended)	———	Member, Board of Trustees
2. Florida			
Hillsborough	9/23/74-9/17/75	determined by college calendar committee	Chairman, Board of Trustees; Chief Negotiator
3. Illinois			
City Colleges of Chicago	7/1/73-6/30/75	38 weeks, 2 semesters of 19 weeks	Chairman and Secretary, Board of Trustees
Highland	8/21/74-8/20/75	———	Chairman, Board of C.C., District #519
Illinois Valley	first day of Fall Semester 1974--Day immediately preceeding the first day of Fall Semester 1976	———	Chairman and Secretary, Board of Trustees
Joliet	2/74-one week prior to start of 1975-76 academic year	36 weeks	———
Lake Land	-1/10/75	———	Chairman, Board of Trustees, District #517
Prairie State	6/18/74-completion of Spring Term of 1974-75 academic year	September 16-June 11	Chairman and Secretary, Board of Jr. College, District #515
Sauk Valley	11/25/74-6/30/76	———	Chairman and Secretary, Board of C.C., District #506
Thornton	10/25/73-completion of Summer Session 1975	Fall and Spring Semesters	Chairman and Secretary, Board of Trustees, President of College

TABLE III

GENERAL CONTRACT PROVISIONS

COMMUNITY COLLEGE	CONTRACT TERM	ACADEMIC WORK YEAR	MANAGEMENT SIGNATURE (TITLE)
3. Illinois Continued			
Triton	7/1/72-6/30/75	175 days	Chairman and Secretary, Board of Trustees
Waubonsee	6/11/73-6/10/73	36 weeks, 2 semesters of 18 weeks	Chairman and Secretary, Board of C.C., District #516
4. Kansas			
Garden City	1974-1975 school year	34 teaching weeks	unknown
Hutchinson	7/1/74-6/30/75	August 19-May 16	Chairman, Board of Trustees and other members; President of College
Labette	effective first day of 1974-75 school year and shall remain in effect year to year subject to renegotiation	————	Chairman, Board of Trustees
5. Maine			
Maine Voc.-Tech. Inst.	7/1/74-6/30/75	last Monday of August-end of second full week of June, 42 weeks	Chairman, State Board of Education; Commissioner of Education and Cultural Services
6. Maryland			
C.C. of Baltimore	7/1/74-6/30/75	will be developed in consultation with calendar committee of the union	Chairman, Board of Trustees; President of College, Mayor of Baltimore; City Council Members
7. Massachusetts			
Bristol	6/1/71-5/13/73 (extended)	developed cooperatively by administration and faculty	Chairman, Board of Trustees; Vice Chairman, Board of Trustees; President, Board of Trustees

TABLE III

GENERAL CONTRACT PROVISIONS

COMMUNITY COLLEGE	CONTRACT TERM	ACADEMIC WORK YEAR	MANAGEMENT SIGNATURE (TITLE)
7. Massachusetts Continued			
Massasoit	7/1/71-6/30/74 (extended)	developed cooperatively by administration and faculty	Chairman, Board of Trustees; Vice Chairman; Board of Trustees; President, Board of Trust
Mount Wachusett	7/1/73-6/30/75	Fall and Spring Semesters	Chairman, Board of Trustees; Vice Chairman, Board of Trustees; President, Board of Trust
8. Michigan			
Charles Stewart Mott	8/16/73-8/15/75	August 26-May 18	Chairman, Board of Trustees
Glen Oaks	8/31/74-8/31/75	40 weeks beginning on or about September 1	Chairman and Secretary, Board of Trustees
Henry Ford	9/1/73-8/31/75	September 9-June 6	Chairman, Board of Trustees; President of College
Jackson	9/1/73-8/1/75	September 4-August 1	Chairman, Board of Trustees
Kalamazoo Valley	12/14/73-8/31/75	185 instructional days	Members, Board of Trustees
Kellogg	8/16/73-8/15/74	August 17-May 15	Chairman and Members, Board of Trustees, President of College
Lansing	9/17/73-9/14/75	September 19-June 6	Chairman, Board of Trustees
Macomb County	8/26/74-8/19/77	August 26-May 16	Chairman, Board of Trustees; President of College; Director of Labor Relations
Mid-Michigan	8/23/74-8/22/77	August 31-May 10	Chairman, Vice Chairman, Secretary, Treasurer Board of Trustees
Monroe County	-6/30/75	September 3-June 6	_____

TABLE III

GENERAL CONTRACT PROVISIONS

COMMUNITY COLLEGE	CONTRACT TERM	ACADEMIC WORK YEAR	MANAGEMENT SIGNATURE (TITLE)
8. Michigan			
Oakland	9/1/73-8/31/75	September 3-June 19	Chairman and Secretary, Board of Trustees; President of College; Negotiator
Saint Clair	8/17/74-6/15/76	August 21-May 12	Chairman and Vice Chairman, Board of Trustees
Schoolcraft	8/19/74-8/26/76	August 26-June 26	Chairman and Vice Chairman, Board of Trustees
Wayne County	10/30/74-8/31/75	August 14-August 23	Chairman, Vice Chairman, Secretary, Board of Trustees
West Shore	6/1/74-5/31/75 will be extended to 5/31/76 with reopener for salary adjustment	August 26-May 25	Members, Board of Trustees
9. Minnesota			
State Community College Board	4/17/73-6/30/75	173 days of which 168 shall be teaching days	_____
10. New Jersey			
Atlantic	7/1/74-6/30/76	_____	Chairman and Secretary, Board of Trustees
Bergen	7/1/73-6/30/76	President will review with association before making decision	Chairman and Secretary, Board of Trustees; Administrator of Personnel Relations
Brookdale	7/1/73-6/30/76	President will review with association before making decision	Chairman, Board of Trustees
Gloucester	7/1/74-6/30/77	2 semester system, to be prepared by President with recommendation from Federation and adopted by Board	Chairman and Secretary, Board of Trustees; Chairman, Negotiating Committee

TABLE III

GENERAL CONTRACT PROVISIONS

COMMUNITY COLLEGE	CONTRACT TERM	ACADEMIC WORK YEAR	MANAGEMENT SIGNATURE (TITLE)
10. New Jersey Continued			
Mercer	12/14/73-6/30/76	registration-graduation 37 weeks	President of college; Dean of Planning and Development of Colleges
Middlesex	7/1/72-6/30/76	_____	_____
Passaic	7/1/74-6/30/76	_____	Chairman and Secretary, Board of Trustees
Somerset	9/1/73-8/24/75 and shall continue unless reopened	August 26-May 17	Chairman, Board of Trustees
11. New York			
Auburn	7/1/74-6/30/75	August 15-June 15	President of college
Broome Tech.	9/1/72-8/31/74 extended	September 1-June 30	County Executive
City University of New York	10/1/73-8/31/75	September 1-day of commencement	Chairman, Board of Higher Education
Dutchess	9/1/73-8/31/75	4 days before classes to 3 days after graduation	Chairman, Board of Trustees; County Executiv
Fashion Inst.	7/1/72-8/31/75	_____	President of College
Finger Lakes	9/1/73-8/31/75[1]	78 days per semester	_____
Fulton-Montgomery	9/1/73-8/31/76	max. 41 weeks	Chairman, Board of Trustees
Genesee	8/26/74-expiration of 1976-77 academic year	August 20-June 8	Chairman, Board of Trustees; Chairman, Legislature; President of College
Jamestown	9/1/74-8/31/75	August 23-May 25	_____
Mohawk Valley	9/1/72-8/31/75	_____	Chairman, County Legislature; Chief College Negotiation Chairman

TABLE III

GENERAL CONTRACT PROVISIONS

COMMUNITY COLLEGE	CONTRACT TERM	ACADEMIC WORK YEAR	MANAGEMENT SIGNATURE (TITLE)
11. New York Continued			
Monroe	9/1/73-8/31/76	———	Chairperson, Board of Trustees; President of College
Niagara	9/1/73-8/31/75	September 1-June 30	Chairman, Board of Trustees; Chairman, Legislature
Onondaga	9/1/74-8/31/77	established by committee	President of College, County Executive
Rockland	9/1/72-8/31/75	September 1-June 30	Chairman, Board of Trustees; Chairman, Legislature
Schenectady	9/1/72-8/31/75	———	Chairman, Board of Trustees; County Executive
Ulster	9/1/74-8/31/76	———	County Executive
Westchester	9/1/73-8/31/76	———	County Executive
12. Oregon			
Southwestern Oregon	12/20/74-6/30/76	———	Chairman, Board of Trustees; President of College
13. Pennsylvania			
Beaver County	9/1/74-8/31/76	September 1-May 31	Chairman and Secretary, Board of Trustees; President of College
Bucks County	9/19/73-8/15/75	———	Members, Board of Trustees
Lehigh County	first academic work day of the 1974-75 academic work year-day immediately pre-	5 days prior to first day of classes to day of Spring commencement	Secretary, Board of Trustees; President of College

TABLE III

GENERAL CONTRACT PROVISIONS

COMMUNITY COLLEGE	CONTRACT TERM	ACADEMIC WORK YEAR	MANAGEMENT SIGNATURE (TITLE)
13. Pennsylvania Continued			
C.C. of Philadelphia	10/20/72-8/31/75	September 3-April 24	Members, Board of Trustees
Westmoreland County	7/3/73-8/31/76	convocation-commencement, no more than 289 calendar days	Vice Chairman, Board of Trustees
Williamsport Area	2/4/74-6/30/75	172 teaching days	Chairman, Board of Trustees
14. Rhode Island			
Rhode Island Jr. College	7/1/74-6/30/75	1 week before first day of registration-commencement day	President of College; Commissioner of Education; Deputy Assistant Commissioner
15. Washington			
Bellevue	9/3/74-9/3/77	———	Chairman, Board of Trustees
Centralia Tech. Inst.	7/1/74-6/30/76	180 days	Chairman and Secretary, Board of Trustees
Green River	9/16/74-6/1/75	September 16-June 13	Chairman and Secretary, Board of Trustees
Lower Columbia	8/1/72-6/30/74 extended	———	———
Tacoma	9/1/73-8/30/75	180 days	President of College
Yakima Valley	10/15/74-end of 1974-75 academic year	September 16-June 11 182 days	President and Secretary, Board of Trustees
16. Wisconsin			
Eau Claire	1/1/75-12/31/75	190 days, 173 of which shall be instructional (appendix B missing)	Chairman and Secretary, Area Board of Voc. Tech. and Adult Education, District #1

TABLE III

GENERAL CONTRACT PROVISIONS

COMMUNITY COLLEGE	CONTRACT TERM	ACADEMIC WORK YEAR	MANAGEMENT SIGNATURE (TITLE)
16. Wisconsin Continued			
Fox Valley	8/28/74-8/30/75	August 28-June 6	President and Secretary, District
Lakeshore	7/1/74-6/30/75 and annually thereafter unless reopened	August 13-May 22[2] 190 contract days	Chairman, Secretary and Treasurer of the Board
Mid-State	8/26/74-8/25/75	August 26-May 30	Chairman and Secretary, Mid-State Voc. Tech. and Adult Education District Board
Milwaukee	7/1/73-6/30/75	August 22-May 24	Chairman, Milwaukee Area District Board of Voc. Tech. and Adult Education; District Director; Assistant District Director, Employee Relations
Moraine Park	7/1/74-6/30/75	August 15-May 21	President and Secretary, Moraine Park Voc. Tech. and Adult Education District
North Central	7/1/74-6/30/76	August 12-May 23	Chairman, North Central Voc. Tech. and Adult Education District; District Director, Chief Negotiator
Waukesha	1/1/73-7/31/74 (under renegotiation)	190 days	President, Board of Trustees; Negotiator

Notes:

1. Legislative determination under Taylor Law, extended term from 8/31/74-8/31/75
2. By including data with respect to the calendar in this Agreement, the Board does not thereby agree with the Association's contention that the calendar is subject to negotiation

ADDITIONAL--New York			
Orange	9/1/73-8/31/76	To be submitted to the faculty for advise and recommendations	County Executive

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD			MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS	OR CONTACT HOURS	MAXIMUM PER YEAR	HOURS	NUMBER OF DAYS
1. District of Columbia					
Washington Tech. Inst.		———		—	
2. Florida					
Hillsborough		15		10	
3. Illinois					
City Colleges of Chicago		12-13 16-Physical Ed.		3	
Highland		Max-16	32	—	
Illinois Valley	12-18 15-Average 16 for programs that include all ½ hr. courses.		30 32 for programs that include all 4 hr. courses.	5	
Joliet	14-16	Max-20		—	
Lake Land		———		—	
Prairie State	15 ESCH[1] 12 for teachers who teach 2 or more Comp classes in Eng 101 or 102.			4	
Sauk Valley			32 Credit Hours 40-Ind. and Tech., Med. Lab.	5	

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD CREDIT HOURS	OR CONTACT HOURS	MAXIMUM PER YEAR	MINIMUM OFFICE HOURS PER WEEK HOURS	NUMBER OF DAYS
3. Illinois Continued					
Thornton	15 16-Foreign Language			5	
Triton	14-16 LRE[2] 12-Rhetoric/Communications			5	
Waubonsee *	14-16		30	5	
4. Kansas					
Garden City	14-16 11-13, Eng	Max-21 for Lab courses that require daily assignments. Max-25 for Lab courses that do not require daily assignments.		—	
Hutchinson	12-15	15-20		5	
Labette	Work load shall be determined by the Administration after consultation with and advice from the instructor and Division Chairman. Recommendation for a work load will take into consideration the following: Contact hours, preperations, new course assignments, numbers of students in night classes, classes outside Parsons.			10	5
5. Maine					
Maine Voc-Tech. Inst.	Teaching load will reflect recognition of the best interests of the student, the instructor and the school to the degree resources are available.			—	

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD				MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS	OR	CONTACT HOURS	MAXIMUM PER YEAR	HOURS	NUMBER OF DAYS
6. Maryland						
C.C. of Baltimore	The normal work load shall consist of 15 points[3] in each of the two semesters and a minimum of 15 points in teaching over the academic year.				—	
7. Massachusetts						
Bristol	Max-15				5	
Massasoit	Max-15 12 with 2 or more preps.				5	
Mount Wachusett	12 Max-15				—	
8. Michigan						
Charles Stewart Mott			12-16 Max-18 in Dental Hygiene Max-24 in Clinical Subjects Max-25.5 in Practical Nursing Max-18 in Art and Studio		6	
Glen Oaks	17 Equated Hours 19 in each of 2 consecutive semesters			38	5	
Henry Ford	15 12 for full-time Eng teachers who teach 3 or more Comp classes.				5	

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD			MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS OR	CONTACT HOURS	MAXIMUM PER YEAR	HOURS	NUMBER OF DAYS
8. Michigan Continued					
Jackson		16 Less for Comp classes		—	
Kalamazoo Valley	The work load for each full-time instructor each semester shall be 600 Assignment Units[4] and other duties and responsibilities identified in the Faculty Handbook.			—	
Kellogg		15 15-18, Lab 22-Health Tech.	40	7½ 14½-Health Tech	
Lansing		15-18		To be determined by the Department Chairperson and the faculty members of the individual Department.	
Macomb County	14-16		36	5	3
Mid-Michigan			24-30 Credit Hours 30-40 Contact Hours	4	
Monroe County		14-16 15-18, Lab Max-20, Auto Max-24, Health Science		—	
Oakland		20	30 Credit Hours	—	
Saint Clair			Min-28 to 30 dependent upon discipline. Max-32 to 36 dependent upon discipline.	4	at least 2
Schoolcraft		14-16, Lecture[5] 15-16, Lab/Lecture 14-18, Health/Voc-Tech.	30 32-Health/Voc-Tech, Practical Nursing, Med Records	5	

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD				MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS	OR	CONTACT HOURS	MAXIMUM PER YEAR	HOURS	NUMBER OF DAYS
8. Michigan Continued						
Wayne County				33 Credit Hours 27-Eng	5	
West Shore	15-16 Equated Hours			45-48 (Trimester)	—	
9. Minnesota						
State Community College Board	Teaching loads will be assigned by the employer on as equitable a basis as possible...Twenty-five (25) hours per week for each full-time instructor will be assigned by the employer for contact with students through scheduled classes, lab sessions, activities and office hours.				—	
10. New Jersey						
Atlantic			15		3	
Bergen			15-18	30	4	3
Brookdale	Functional Teams, consisting of team leaders and team members are responsible for making recommendations to Institute Deans concerning course offerings and scheduling.				—	
Gloucester			15		5	
Mercer			(1) All Theory, Lecture, and/or classroom instruction: 15 (2) Combination of (1) above and Lab or certain Non-Lab classes such as Shop, Studio, Clinic: 18 (3) All Lab or certain Non-Lab classes such as Shop, Studio, Clinic: 18	30 36 36	5	

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD				MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS	OR	CONTACT HOURS	MAXIMUM PER YEAR	HOURS	NUMBER OF DAYS
10. New Jersey Continued						
Mercer (Continued)			If responsible for: A. 550 Student Contact Hrs: 13 B. 600 Student Contact Hrs: 12 C. 700 Student Contact Hrs: 11 D. 800 Student Contact Hrs: 10 E. 900 Student Contact Hrs: 9 Each hour of large group instruction (95 or more students) equals 1½ hours.			
Middlesex			17	30	5	
			Exceptions: (1) Teachers with more than 1 Eng. Comp: 12 in one semester, 15 in next. (2) Teachers with 9 or more Contact Hours of Physical Ed: 16 (3) Teachers with 3 or more sections of Lab: 16			
Passaic	Load in terms of Student Credit Hour.[6] Depending upon the rank of the faculty member, a certain minimum SCH must be maintained.					
Somerset			15-20		4	
11. New York						
Auburn	15		20	30 Credit Hours 38 Contact Hours	5	4

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD			MAXIMUM PER YEAR	MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS	OR	CONTACT HOURS		HOURS	NUMBER OF DAYS
11. New York Continued						
Broome Tech.	14-16		15-19	Max-31 Credit Hours Max-36 Contact Hours	On Campus 9AM to 4PM.	
City University of New York	Not required to teach excessive number of contact hours, assume an excessive student load or be assigned an unreasonable schedule.				—	
Dutchess				28 Credit Hours 30-48 Contact hours	4	4
Fashion Inst.			12		1 office hour for each class hour.	
Finger Lakes			15-17		4	4
Fulton-Montgomery			14-16		5	
Genesee				32 Credit Hours 36 Contact Hours	5	5
Jamestown	12-15				10	
Mohawk Valley	12 Max-16		16 Max-22	34-38 Credit Hours 46-50 Contact Hours (Trimester)	5	3
Monroe					—	
Niagara	Each Division Chairman may recommend a reasonable number of hours as a teaching load.				4	
Onondaga			15		4	
Rockland			14-16 12-Eng	30	4	

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD			MAXIMUM PER YEAR	MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS	OR	CONTACT HOURS		HOURS	NUMBER OF DAYS
11. New York Continued						
Schenectady	15		18	47 Credit Hours 56 Contact Hours (Trimester)	5	3
Ulster				Max-30 Credit Hours Max-25 for English teachers having 6 or more classes of Eng Comp or Communication Skills.	—	
Westchester			15		—	
12. Oregon						
Southwestern Oregon	15		25		—	
13. Pennsylvania						
Beaver County	15		25	30 Credit Hours	—	
Bucks County	Developed within Departments.				5	
Lehigh County	15			30	5	
C.C. of Philadelphia	12			30-36 Contact	6	
Westmoreland County	14-16		24	30 Credit Hours	5	3

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD			MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS	CONTACT HOURS	MAXIMUM PER YEAR	HOURS	NUMBER OF DAYS
13. Pennsylvania Continued					
Williamsport Area	15	20-Liberal Arts, Applied Arts. 23-Auto, Carpentry, Physical Ed. 25-Certificate, Nursing. 30-Mandated, AVTS.	30 Credit Hours	5	
14. Rhode Island					
Rhode Island Jr. College	12-16 Clock Hours Max-12, Eng Max-18, Voc-Tech., Nursing Max-25, Practical Nursing			6 Faculty carrying more than 15 hours will maintain 4 hours.	
15. Washington					
Bellevue		———		—	
Centralia Tech.		———		—	
Green River			48-Lecture/Discussion 60-Lecture/Lab 85-Programmed/Clinical[7] 85-Lecture/Clinical[7]	5	
Lower Columbia		———		—	
Tacoma	15 Quarter Hours			10	
Yakima Valley		———		—	

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD			MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS	OR CONTACT HOURS	MAXIMUM PER YEAR	HOURS	NUMBER OF DAYS
16. Wisconsin					
Eau Claire	Every effort shall be made to keep class loads, class size, and number of preperations within the standards established by the State Board.			6	
Fox Valley	———			5	
Lakeshore	No teacher shall carry work loads in variance with the normal average work load of the staff in his area of teaching...class load shall be reasonable in terms of the facilities.			—	
Mid-State	A Continuing Staff Utilization Committee consisting of 4 members, (2 appointed by the Board and 2 members appointed by the Association) shall...develop a plan for the best utilization of the professional staff...The Board shall review the plan...either accept or reject said plan...In the event a plan is rejected or none adopted, the matter of staff utilization shall become a subject for collective bargaining.			—	
Milwaukee	15-Lecture 20-Combination individual and group, Driver Ed. related. 24-Lab or Quiz, Shop. 28-Driver Ed. behind wheel.			—	
Moraine Park	Work assignments shall be made as equitably as possible.				
North Central	16-Lecture 26-29, Planned Learning Activity 29-ATL 35-Special Assignment			5	3
Waukesha	Normal work load shall be 37 Value Points[8] each registration period with a maximum of 74 points per year.			—	

TABLE IV (a)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	STANDARD SEMESTER WORK LOAD				MINIMUM OFFICE HOURS PER WEEK	
	CREDIT HOURS	OR	CONTACT HOURS	MAXIMUM PER YEAR	HOURS	NUMBER OF DAYS

Notes

1. Equalized Semester Credit Hours = Total Contact Hours (minus) Total Credit Hours (times) .85 (plus) Total Credit Hours.
2. Lecture Hour Equivalent.
3. A "Point" is a unit that refers to a credit or equivalent, to an hour or work load related to scheduled and unscheduled classroom teaching duties, or administrative activities or work involved in curriculum development or extra curricular activities or any combination thereof.
4. One "Assignment Unit" equals one hour of professional activity...teaching activities represented by Assignment Units are preparation, class contact, evaluation of student performance and consultation with students.
5. English Composition courses shall be equated on the basis of 4 contact hours for each 3 hours taught.
6. Student Credit Hour = $\frac{\text{Number of Students (times) Credit Hours}}{\text{Course}}$
7. Includes office hours.
8. Value Points are derived from a number of different activities including classroom activities, pre-class preparation, repeat preparation, new class bonus, post-class evaluation. The value is adjusted for class size.

ADDITIONAL--New York

Orange			26 Credit Hours 33 Contact Hours 720 Student Credit Hours	5	4

TABLE IV (b)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	CLASS SIZE	PREPARATIONS PER SEMESTER
1. District of Columbia		
Washington Tech. Inst.	———	———
2. Florida		
Hillsborough	———	———
3. Illinois		
City Colleges of Chicago	Max - 39 Max - 25, Eng, Speech, Reading	———
Highland	15	8 per year
Illinois Valley	35 25 - Business Communications 25 - Tech Report Writing 25 - Agr Communications 25 - Eng Comp & Speech 15 - Seminar 20 - Lab 20 - Developmental Courses 120 - Large Lectures	2-3
Joliet	Limits established at Registration.	2-3
Lakeland	———	———
Prairie State	Max - 30, Eng 101,102 Class size limits utilized during 69-70 academic year shall not be lowered during term of this agreement...size shall be determined by Department after consultation with Vice President of Instructional Services.	———
Sauk Valley	———	———
Thornton	38 35 - Accounting 101,102 32 - Business 172 29 - Eng 101,101H,102,121 28 - Lab portion of Science Courses 22 - Eng 101L	4 except for Physical Ed. & Music
Triton	———	———
Waubonsee	Developed jointly by faculty of Division and Dean of Instruction.	———
4. Kansas		
Garden City	Max decided for each course by Dean of Instruction after conferring with instructor and Registrar.	4
Hutchinson	Jointly determined by instructor, Department Chairman and Academic Dean.	3
Labette	———	———

TABLE IV (b)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	CLASS SIZE	PREPARATIONS PER SEMESTER
5. Maine		
Maine Voc-Tech Inst.	———	———
6. Maryland		
C.C. of Baltimore	Will be determined by the appropriate dean upon recommendation of the Chairman or Head.	3
7. Massachusetts		
Bristol	25 Max-125 per semester	2 with 15 semester hours. For each additional prep load will be reduced 3 semester hours and 25 students.
Massasoit	30 Max-33; Max-300 per year. Average-25 in special courses; Max-28;Max-250 per year.	Max-3
Mount Wachusett	30 Max-35; Average-300 per year; Max-325 per year.	4 per year. If more than 4, each additional section will be reduced by 20% of max.
8. Michigan		
Charles Stewart Mott	Agreed to by Board and MCCEA.	2
Glenn Oaks	Arranged within Division.	2-3
Henry Ford	Limited by existing practice.	———
Jackson	Mutual agreement between Admin., instructor and Department Chairman.	Arranged within Department.
Kalamazoo Valley	———	3
Kellogg	Limited by existing practice.	3
Lansing	25-50 depending upon discipline.	2-4
Macomb County	Max-28	———
Mid-Michigan	Max-32 for recitation periods. Max-22 in Eng Comp, Speech and Voc-Tech courses.	8 per year
Monroe County	25-35 Max-150 per semester. Lab class sizes limited by facilities.	———
Oakland	25-35	———
Saint Clair	Class size shall be determined by a 2/3 vote of the respective Departments and shall then become Departmental policy.	2-5
Schoolcraft	30 in recitation classes. 27 in Eng Comp. 25 in Speech. Lab classes limited by facilities	3

TABLE IV (b)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	CLASS SIZE	PREPARATIONS PER SEMESTER
8. Michigan Continued		
Wayne County	35 25 - Eng Comp and Speech. 35 or max number of stations in Lab.and Shop.	———
West Shore	———	———
9. Minnesota		
State Community College Board	———	———
10. New Jersey		
Atlantic	———	3 if instructor has taught all classes before, 2 if instructor has not.
Bergen	30 10 - Nursing Clinic 22 - Eng Comp 24 - Science Lab 33 - Recitation classes from large lecture mode.	———
Brookdale	———	———
Gloucester	Reasonable size while at the same time encouraging flexibility.	3
Mercer	———	———
Middlesex	150 per semester Exceptions: 1. Teachers with more than 1 Eng. Comp - 100. 2. Teachers with 9 or more contact hours of Physical Ed - 200.	2 Max-3 Max-5 per year
Passaic	———	———
Somerset	Max-180 per academic year. 17-40 for normal classes. Less than 17 for seminar.	———
11. New York		
Auburn	28	2-3
Broome Tech.	———	———
City Univ of New York	———	———
Dutchess	Set by Department Head.	2
Fashion Inst.	25-30	———
Finger Lakes	———	2-5
Fulton-Montgomery	25 - Comp and Speech.	———

TABLE IV (b)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	CLASS SIZE	PREPARATIONS PER SEMESTER
11. New York Continued		
Genesee	Recommended by Division Chairmen subject to approval of Dean of Instruction.	2-3
Jamestown	Set jointly.	2-3
Mohawk Valley	35 Max-40	2 per quarter
Monroe	———	———
Niagara	Each Division Chairman may recommend max student enrollment in each section.	———
Onondaga	Determined by consensus of Department and Registrar, subject to approval of appropriate Dean.	2-3
Rockland	30 Max-25 in Eng Comp.	Max-3
Schenectady	———	Max-3 per quarter
Ulster	Recommended to President by Dean of Faculty after consultation with Division and Department Heads and Association.	3
Westchester	30 20 in Development Center 25 in Eng Comp, Communications Skills, Elementary Language.	———
12. Oregon		
Southwestern Oregon	———	———
13. Pennsylvania		
Beaver County	———	———
Bucks County	Lab class size limited by facilities.	2
Lehigh County	———	———
Community College of Philadelphia	23-36 dependent upon discipline. Lab class size limited by facilities. Max-20 in Remedial classes.	———
Westmoreland County	———	3
Williamsport Area	———	3
14. Rhode Island		
Rhode Island Jr. College	———	———
15. Washington		
Bellevue	———	———

TABLE IV (b)

WORK LOAD PROVISIONS AFFECTING FULL-TIME FACULTY

COMMUNITY COLLEGE	CLASS SIZE	PREPARATIONS PER SEMESTER
15. Washington Continued		
Centralia Tech.	———	———
Green River	———	———
Lower Columbia	———	———
Tacoma	Any class with less than 15 students must be justified.	———
Yakima Valley	———	———
16. Wisconsin		
Eau Claire	Every effort shall be made to keep class loads, class size and number of preps within the standards established by the school.	———
Fox Valley	———	———
Lakeshore	———	———
Mid-State	———	———
Milwaukee	25-Eng Comp. 20-Shop & Lab 80-Large Classes	———
Moraine Park	Max-35	———
North Central	———	———
Waukesha	———	———
ADDITIONAL--New York		
Orange	Max-25, Freshman English	2

TABLE V

PROVISIONS AFFECTING CHAIRMAN

COMMUNITY COLLEGE	CHAIRMAN TITLE	TERM OF OFFICE	STIPEND	TEACHING LOAD
1. District of Columbia				
Washington Tech. Inst.	———	1 Year	Specific class load reduction or extra compensation for the Chairmen will be developed for the 1973-74 academic year by a Federation-Administration Committee.	
2. Florida				
Hillsborough	———	———	———	———
3. Illinois				
City Colleges of Chicago	Department	3 Years	———	Reduced 3-6 hours dependent on number of full time faculty in department.
Highland	Not in Unit	———	———	———
Illinois Valley	———	———	———	———
Joliet	Department	1 Year	$1,000 per academic year.	Dependent upon number of faculty in Department. Must teach at least 6 Contact Hours per semester.
Lake Land	———	———	———	———
Prairie State	Department	1 Year	$250 per academic year for Chairmen who do not qualify for released time as defined in 4.25, (3) A-5 of 1968 Edition of Policies and Procedures Manual.	———
Sauk Valley	Department (Head)	———	Shall have option of accepting...either 6 Credit Hours of released time equivalency or 6 Credit Hours of overload payment or a combination thereof per academic year.	

TABLE V

PROVISIONS AFFECTING CHAIRMAN

COMMUNITY COLLEGE	CHAIRMAN TITLE	TERM OF OFFICE	STIPEND	TEACHING LOAD
3. Illinois Continued				
Thornton	Whether Division Directors are included in or excluded from the bargaining unit set forth shall be determined on the basis of the decision rendered by the arbitrator.			
Triton	Department	———	15% above base salary on Column 2, Step 1.	No.Full-Time Faculty: 3-7 → Reduced Load (Hours) 3; 8-12 → 5; Over 12 → 7
Waubonsee	Division	———	———	———
4. Kansas				
Garden City	———	———	———	———
Hutchinson	Department	2 Years	———	Reduced by 20% for each 5 faculty up to 50%.
Labette	———	———	———	———
5. Maine				
Maine Voc.-Tech. Inst.	Department	Appointment of Department Heads at discretion of Director.	Under such terms as shall be mutually agreed upon by the Director and his appointee.	
6. Maryland				
C.C. of Baltimore	Department	———	7-8% of base salary.	All Chairmen shall receive a minimum of 3 points per semester for administrative duties.

TABLE V

PROVISIONS AFFECTING CHAIRMAN

COMMUNITY COLLEGE	CHAIRMAN TITLE	TERM OF OFFICE	STIPEND	TEACHING LOAD
7. Massachusetts				
Bristol	Division/Department	———	———	Load reduced commensurate with duties.
Massasoit	Department	———	———	Load reduced commensurate with duties.
Mount Wachusett	Division/Department	———	———	When teaching staff member is assigned administrative duties he shall render 10 hours of administrative and/or field supervision work in lieu of each 3 hours reduction in teaching.
8. Michigan				
Charles Stewart Mott	———	———	———	———
Glen Oaks	Division	———	Reduction in teaching load and/or monetary consideration commensurate with time involved as determined by Administration.	
Henry Ford	Department	———	———	———
Jackson	Department	1 year	$850	If Chairperson supervises more than 5, he/she will be granted reduction in teaching load.
Kalamazoo Valley	———	———	———	———
Kellogg	———	———	———	———
Lansing	Department	———	———	———
Macomb County	Not included in unit.	———	———	———
Mid-Michigan	Department	———	Additional 15% of base salary for additional 8 weeks.	3 Contact hours reduction for each 6 faculty.
Monroe County	———	———	———	———

TABLE V

PROVISIONS AFFECTING CHAIRMAN

COMMUNITY COLLEGE	CHAIRMAN TITLE	TERM OF OFFICE	STIPEND	TEACHING LOAD	
8. Michigan Continued					
Oakland	Department	2 Years	———	FTE Faculty 4-6 7-10 11 or more	Reduction 25% 50% 75%
Saint Clair	Academic Coordinators	1 Year	If 25% load reduction cannot be reached, coordinator will be paid at his regular salary rate less 25%.	25% reduction	
Schoolcraft	Department (Rep)	1 Year	$200 plus additional $20 for each faculty member assigned.	———	
Wayne County	———	———	———	———	
West Shore	———	———	———	———	
9. Minnesota					
State Community College Board	———	———	———	———	
10. New Jersey					
Atlantic	Division/Department	———	———	———	
Bergen	Department	———	———	———	
Brookdale	———	———	———	———	
Gloucester	Division	———	———	———	
Mercer	Department	———	———	———	

TABLE V

PROVISIONS AFFECTING CHAIRMAN

COMMUNITY COLLEGE	CHAIRMAN TITLE	TERM OF OFFICE	STIPEND	TEACHING LOAD
10. New Jersey Continued				
Middlesex	Department	———	———	———
Passaic	———	———	———	———
Somerset	Department	———	———	———
11. New York				
Auburn	Department	———	———	Maximum of 12 Credit or 16 Contact Hours per semester. If over 7 faculty then 9 Credit or 13 Contact Hours. 15 student advisees.
Broome Tech.	Department	———	———	Load reduced by 3-9 hours.
City University of New York	Department	———	Faculty / Stipend: 1-3 $271; 4-8 $380; 9-13 $488; 14 or more $597	———
Dutchess	Department	———	———	Load reduced 1/2 to 3/4 depending on size of Department.
Fashion Inst.	Department	3 Years	———	Load reduced 6 hours per semester.
Finger Lakes	Department	———	Option I: 0-2 $300; 3-5 $400; 6-8 $500; 9 or more $700. Option II: 0-2 $300; 3-5 $1300; 6-8 $1400; 9 or more $1900	Option I: 0-2 Reduction 0; 3-5 Reduction 3; 6-8 Reduction 3; 9 or more Reduction 4. Option II: 0-2 Reduction 0; 3-5 Reduction 0; 6-8 Reduction 0; 9 or more Reduction 0

TABLE V

PROVISIONS AFFECTING CHAIRMAN

COMMUNITY COLLEGE	CHAIRMAN TITLE	TERM OF OFFICE	STIPEND	TEACHING LOAD
11. New York Continued				
Fulton-Montgomery	Division	2 Years	5% of base salary	Maximum 9 Contact Hours per semester.
Genesee	Division	———	———	Faculty: 1-3 — Reduction: 6 Credit Hours/8 Contact; 4-10 — 12 Credit Hours/16 Contact; 11-20 — 18 Credit Hours/24 Contact; 21 or more — Maximum 2 sections per year.
Jamestown	Division	1 Year	———	Faculty: 1-10 — Credit Hours: 9; 11-20 — 6; 21 or more — 3
Mohawk Valley	Department	1 Year	———	Load reduced by 1/3.
Monroe	Department	———	$750 annual.	———
Niagara	Not in unit.	———	———	———
Onondaga	Department	3 Years	———	Reduced by 3 Contact Hours per semester.
Rockland	Department	———	.075 of annual salary.	———
Schenectady	Not in unit.	———	———	———
Ulster	Department Division	2 Year 2 Year	——— $750	No more than 23 Semester Hours per year. No more than 12 Semester Hours per year.
Westchester	Not in unit.	———	———	———

TABLE V

PROVISIONS AFFECTING CHAIRMAN

COMMUNITY COLLEGE	CHAIRMAN TITLE	TERM OF OFFICE	STIPEND	TEACHING LOAD
12. Oregon				
Southwestern Oregon	Division	———	———	———
13. Pennsylvania				
Beaver County	Department	———	———	———
Bucks County	———	———	———	———
Lehigh County	———	———	———	———
C.C. of Philadelphia	———	———	———	———
Westmoreland County	Department	At least 1 year.	$750	6 Credit Hours
Williamsport Area	Department	———	———	3 Credit Hours or 5 Contact Hours.
14. Rhode Island				
Rhode Island Jr. College	Department	———	$500 per academic year	6-12 Clock Hours.
15. Washington				
Bellevue	Division	———	———	———
Centralia Tech.	———	———	———	———
Green River	Division	3 Years	Credit Hours/Quarter: Stipend 0-100: $1350 101-150: $1665 150 or more: $2025	———

TABLE V

PROVISIONS AFFECTING CHAIRMAN

COMMUNITY COLLEGE	CHAIRMAN TITLE	TERM OF OFFICE	STIPEND	TEACHING LOAD
15. Washington Continued				
Lower Columbia	Division	———	$1,282.35	———
Tacoma	Department	1 Year	FTE / Stipend: 5.0 or less $540; 5.1-10.0 $760; 10.1 or more $850	———
Yakima Valley	Division Department Coordinator	3 Years 2 Years	——— ———	1/4 to 1/3 released time. No reduction.
16. Wisconsin				
Eau Claire	———	———	———	———
Fox Valley	———	———	———	———
Lakeshore	———	———	———	———
Mid-State	———	———	———	———
Milwaukee	Department	———	———	Reduced according to size of Department.
Moraine Park	———	———	———	———
North Central	———	———	———	———
Waukesha	Department	———	———	18.5 points awarded for activity.
ADDITIONAL--New York				
Orange	Division Department	———	———	———

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES													
		ASSISTANT PROFESSORS				ASSOCIATE PROFESSORS						PROFESSORS			
		ACADEMIC REQUIREMENTS		YEARS EXPERIENCE		ACADEMIC REQUIREMENTS		YEARS EXPERIENCE				ACADEMIC REQUIREMENTS		YEARS EXPERIENCE	
1. District of Columbia															
Washington Tech. Inst.	3														
2. Florida															
Hillsborough		MA				MA + 30						DR			
3. Illinois															
City Colleges of Chicago	3	MA + 15		4		DR or MA + 30		8				DR or MA + 60		12	
Highland[1]		1 BA	2 BA+12	3 BA+24	4 MA or BA+36	5 MA+12 or BA+48	6 MA+24 or BA+60	7 MA+36	8 MA+48	9 MA+60	10 DR				
Illinois Valley	3-4	1 BA	2 MA	3 MA+15	4 MA+30	5 MA+45	6 MA+60								
Joliet	3-4	1 BA	2 MA	3 MA+15	4 MA+30	5 MA+45	6 MA+60	7 DR							
Lake Land															
Prairie State	3-3½	1 Sub BA	2 BA	3 MA	4 MA inc. 45 hrs	5 MA inc. 60 hrs	6 MA inc. 75 hrs	7 MA inc. 90 hrs	8 DR						

60

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES									
		ASSISTANT PROFESSORS		ASSOCIATE PROFESSORS		PROFESSORS					
		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE				
3. Illinois Continued											
Sauk Valley	3	MA	4	MA+30	8	MA+60	10				
		DR	-	DR	6	DR	10				
		In those fields in which no degree is available: BA+30.		In those fields in which no degree is available: BA+60.		In those fields in which no degree is available: BA+80.					
Thornton	3	1 No Degree	2 BA	3 MA	4 MA+15	5 MA+30	6 MA+45	7 MA+60	8 DR		
Triton		1 MA	2 MA	3 MA+30	4 MA+60	5 DR					
Waubonsee	3	1 BA	2 MA	3 MA+10	4 MA+20	5 MA+30	6 MA+40	7 MA+50	8 MA+60	9 MA+70	10 DR
4. Kansas											
Garden City	2	1 BS	2 BS+15	3 MS	4 MA+15	5 MS+30	6 MS+45	7 DR			
Hutchinson		1 BA	2 MA	3 MA+15	4 MA+30	5 MA+45	6 MA+60	7 DR			
Labette		1 BA+15	2 MA	3 MA+15	4 MA+30	5 MA+45 or Spec Degree	6 DR				

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES					
		ASSISTANT PROFESSORS		ASSOCIATE PROFESSORS		PROFESSORS	
		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE
5. Maine							
Maine Voc.-Tech. Inst.	5						
6. Maryland							
C.C. of Baltimore	3	Promotion based on criteria and procedures established by the Faculty Senate Committee on Academic Rank and Promotion.					
7. Massachusetts							
Bristol	5 (3 at College)						
Massasoit	5 (3 at College)						
Mount Wachusett	No Tenure 1 to 5 year appointments.						
8. Michigan							
Charles Stewart Mott	3	1 BA	2 BA+15	3 MA	4 MA+15	5 MA+30	6 MA+45	7 MA+60	8 DR
Glen Oaks	3	1 BA or EQUIV.	2 BA+15	3 MA or BA+30	4 MA+15	5 MA+30 or BA+60 inc. MA	6 MA+45	7 MA+60	8 DR

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES											
		ASSISTANT PROFESSORS						ASSOCIATE PROFESSORS				PROFESSORS	
		ACADEMIC REQUIREMENTS		YEARS EXPERIENCE				ACADEMIC REQUIREMENTS	YEARS EXPERIENCE			ACADEMIC REQUIREMENTS	YEARS EXPERIENCE
8. Michigan Continued													
Henry Ford	3	MA						MA+30				DR	
Jackson	3	1 BA or EQUIV	2 MA or BA+30	3 MA+30 or BA+60 inc. MA	4 MA+60 or BA+90 inc. MA								
Kalamazoo	3	1 Sub MA	2 MA or EQUIV	3 MA+15 or EQUIV	4 MA+30 or EQUIV	5 MA+45 or EQUIV	6 MA+60 or EQUIV						
Kellogg	3	1 Sub BA	2 BA	3 MA	4 MA+30	5 MA+60							
Lansing	3	Promotions based on divisional rating scale ranging from 0-50 points. Commencing with the highest total rating achieved, divisional promotions will be awarded in descending order in accordance with required quotas.											
Macomb County	3												
Mid-Michigan	3	1 Sub BA	2 RN	3 BA	4 MA	5 MA+15	6 MA+30	7 MA+60	8 DR				
Monroe County	3	1 BA	2 MA	3 MA+30	4 MA+60	5 DR							
Oakland	2-3	MA		5		MA		10		MA		10	
Saint Clair	3	1 BA/BS	2 MA/MS	3 MA/MS +20	4 MA/MS +40	5 MA/MS +60 or DR							

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES						
		ASSISTANT PROFESSORS		ASSOCIATE PROFESSORS		PROFESSORS		
		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	
8. Michigan Continued								
Schoolcraft	2-3	MA or BA+ 4 years in related field.		MA+30 or BA+ 4 years in related field + 30.		DR		
Wayne County	2	MA		MA+30		DR		
West Shore	3	1 BA; 2 BA+30 inc MA; 3 BA+45 inc MA; 4 BA+60 inc MA; 5 BA+75 inc MA; 6 BA+90 inc MA; 7 DR						
9. Minnesota								
State Community College Board		MA or BA+70 Grad Quarter Hrs.		BA+70 inc MA		BA+90 inc MA or DR		
10. New Jersey								
Atlantic	2-5	MA	3	MA	6(5 at Coll. level.)	DR	8(7 at Coll. level.)	
Bergen	2-5	DR	2	DR	6	Dr	10	
		or MA+15	4	or MA and all work complete for DR and publication.	6	or MA and all work complete for DR and publication	10	
		or MA+30	4	or MA+54	7	or MA+60	15	
		or MA	6	or 2nd MA or 6th year beyond MA+15 in approved DR program	7	or 2nd MA or 6th year beyond MA	15	
		or MA+ 6 years relevant bus., ind., mil., exp. or elem. sch. teaching.	4	or 2nd MA or 6th year beyond MA+24	7			

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES					
		ASSISTANT PROFESSORS		ASSOCIATE PROFESSORS		PROFESSORS	
		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE
10. New Jersey Continued							
Bergen Continued				or MA + 4 years college or 8 years high school experience.	7		
				or MA + 12 years in bus., ind., mil., or elem. sch. teaching.	7		
Brookdale	2-5	MA	5	MA+30	6	Exceptional qualifications and demonstrated instructional leadership.	
		or BA+ 3 years exp. in related career field.	5	or BA+ 3 years exp. in related career field.	10		
		or BA+ 10 years exp. in related career field.	0	or BA+ 12 years exp. in related career field.	4		
Gloucester	2-5	MA+15	4	MA+30	6	DR or EQUIV or MA with all work completed for DR with exception of dissertation.	8
Mercer	2-5	MA	4	MA	7	DR	8
		or DR	0	or DR	4		
Middlesex	2-5	MA or 30 Grad Cred. + 15	5 College or 10 Second. or 10 Bus.	MA or Grad Cred. to equal 75.	7 College or 14 Second. or 14 Bus.	DR	10 College or 20 Second. or 20 Bus.
		or DR	0	or DR	4 College or 8 Second. or 8 Bus.		

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES					
		ASSISTANT PROFESSORS		ASSOCIATE PROFESSORS		PROFESSORS	
		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE
10. New Jersey Continued							
Passaic	3	Attainment of Rank based upon effeciency rating. A faculty member who performs for three consecutive years at an academic level shall be reconfirmed in or changed to that Rank.					
Somerset	2-5	MA+9 or MA+ 2 years Ind. or Bus. exp. or 10 years exp. in spec. field.	4 4 4	MA+18 or MA+ 4 years Ind. or Bus. exp. or 12 years exp. in spec. field.	6 6 6	DR or MA+30 or MA+ recognised achievement in spec. field.	8 8 8
11. New York							
Auburn	4½		4	MS+15	3 at Assist. Prof.	MS+30	3 at Assoc. Prof.
Broome Tech.	3-4	220 Quality Points (80 earned as Inst.)		300 Quality Points (80 earned as Assist. Prof.)		400 Quality Points (100 earned as Assoc. Prof.)	
City Colleges of New York	1-5	DR or EQUIV. MS	2 4	DR or EQUIV.	2	DR or EQUIV.	2
Dutchess	2-6	MS or EQUIV	4	MS+25	6	DR or EQUIV.	9
Fashion Inst.	3		3	College-Wide Faculty Promotion and Tenure Committee handles. President may promote as desired.			
Finger Lakes	No Tenure 5 year appointments						

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES					
		ASSISTANT PROFESSORS		ASSOCIATE PROFESSORS		PROFESSORS	
		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE
11. New York Continued							
Fulton-Montgomery	3-5	MS or 150 Credits (30 Grad.)	3	MS or 170 Credits (30 Grad.)	6	DR or 190 Credits (60 Grad.)	8
		Combination of prep. and exp.	10	Combination of prep. and exp.	14	Combination of prep. and exp.	18
Genesee	4	MS	3	MS	6	MS	10
Jamestown	4	MS, BS+30 or related exp.	2 as Inst.	MS+30, BS+60 or related exp.	2 as Assist. Prof.	MS+30, BS+60 or related exp.	2 as Assoc. Prof.
Mohawk Valley	1-5	Based on Merit.					
Monroe							
Niagara	3-5	Based on Merit.					
Onondaga	4	MS or BS+30	3	DR	0	DR	6
Rockland	4	Upon reaching tenure, no minimum stated.					
Schenectady	No Tenure 5 year Appointments after 5 years.	Based on Merit. Dean recommends.					
Ulster	1-3						
Westchester	3	MS or BS (150 Credits)	3	MS or BS (180 Credits) (30 in field)	6	MS or DR (200 Credits) (60 Graduate) (30 in field)	8

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES					
		ASSISTANT PROFESSORS		ASSOCIATE PROFESSORS		PROFESSORS	
		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE
12. Oregon							
Southwestern Oregon	3			Transfer			
		MA	3	MA inc. 90 hrs. beyond BA	8	DR or Dual MA	10
				or BA+110	7		
				or DR except Dissertation	5		
				or Dual MA	5		
				Technical Vocational			
		5 Year Certificate or requirements. or 30 grad hrs. or 60 undergrad hrs if teacher is T & I.	3	2nd 5 Year Cert. or requirements. or BA+60 or 120 undergrad. hrs if teacher is T & I.	8	3rd 5 Year Cert. or be eligible. or BA+90 or completed BA with 180 hrs if teacher is T & I.	13
13. Pennsylvania							
Beaver County	3	MA or DR candidate or BS+5 years ind. exp. or 3 years teaching. or RN and BS or AA and 6 years exp., 4 of which must be in ind or business	2	MA+30	6	DR	2
				or DR candidate	2	or MA+45 or Reg. Arch., Eng., or CPA plus 10 years bus. or ind. exp. or 15 years exp.	7
				or Registered Arch., Eng., or CPA. or BS+10 years exp.	5		
				or RN and MA	3	or RN and MA	5
				or RN and BS	4	or RN and BS	8
				or AA and 6 years exp. 4 of which must be ind or business		or AA and 6 years exp. 4 of which must be in ind or business	7

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES					
		ASSISTANT PROFESSORS		ASSOCIATE PROFESSORS		PROFESSORS	
		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE	ACADEMIC REQUIREMENTS	YEARS EXPERIENCE
13. Pennsylvania Continued							
Bucks County	6 (4 at Bucks)	MA	4	MA	6	DR	10
Lehigh County	2						
Community College of Philadelphia	5	DR	0	DR	0	DR	8
		or MA	3	or MA and 2 years in tech. field.	5	or MA + 90 or MA and 2 years in tech. field and 30.	10
		or BA + 30 or BA and 6 years in tech. field.	1	or BA + 30 or BA and 8 years in tech. field.	3	or MA and 8 years in tech. field and 30.	8
Westmoreland County	3	MA or BA + 2 years equated exp. or BA + pro. lic. + 1 year equated exp. or AA + 6 years equated exp. or AA + pro. lic. + 4 years equated exp. or pro. lic. + 6 years equated exp. or 8 years equated exp.	3	(same as Assist. Prof.)	7(3 at Westmoreland)	(same as Assist. Prof.)	11(7 at Westmoreland)

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES															
		ASSISTANT PROFESSORS									ASSOCIATE PROFESSORS			PROFESSORS	
		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE								ACADEMIC REQUIREMENTS	YEARS EXPERIENCE		ACADEMIC REQUIREMENTS	YEARS EXPERIENCE
13. Pennsylvania Continued															
Williamsport Area	3-4														
14. Rhode Island															
Rhode Island Jr. College	6	MA									MA+30	6		DR	
15. Washington															
Bellevue	3	1 MA or EQUIV.	2 MA + 2 years in (1)	3 MA + 2 years in (2)	4 MA + 2 years in (3)	5 MA + 2 years in (3)									
Centralia Tech.	3	1 -40 PIC[2]	2 -20 PIC	3 MA or Opt Prep[3]	4 (3) + 20 PIC	5 (4) + 20 PIC	6 (5) + 20 PIC	7 (6) + 20 PIC	8 (7) + 20 PIC	9 (8) + 20 PIC	10 DR				
Green River	3	1 225 Credits[4]	2 240	3 255	4 270	5 285	6 300	7 315	8 330	9 345					
Lower Columbia	3	DR or MA or BA+60 Quarter Hrs. or Cert. + 24.		0 2			DR or MA or Cert. + 60.		4		DR or MA+45 or Voc. Degree + AA.		6		

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES											
		ASSISTANT PROFESSORS				ASSOCIATE PROFESSORS				PROFESSORS			
		ACADEMIC REQUIREMENTS		YEARS EXPERIENCE		ACADEMIC REQUIREMENTS		YEARS EXPERIENCE		ACADEMIC REQUIREMENTS		YEARS EXPERIENCE	
15. Washington Continued													
Tacoma	3	MA				MA+70 Quarter Hrs. beyond BA.				MA+90 Quarter Hrs. beyond BA.			
Yakima Valley	3	Horizontal movement based on accumulation of "Credits" through formal education, non-academic educational experience, industrial and/or business experience, or specialized training. 15 Credits shall be required for each horizontal step.											
16. Wisconsin													
Eau Claire		Administration shall post the required qualifications.											
Fox Valley		1 BS	2 BS+6	3 BS+12	4 BS+18	5 BS+24	6 BS+30	7 MS	8 MS+6	9 MS+12	10 MS+18	11 MS+24	12 MS+30
Lakeshore		1 BS	2 BS+5	3 BS+10	4 BS+15	5 BS+20	6 BS+25	7 BS+30 or MA	8 MS+10	9 MS+20	10 MS+30		
Mid-State	3	1 BS	2 BS+6	3 BS+12	4 BS+18	5 BS+24	6 MS	7 MS+6	8 MS+12	9 MS+18	10 MS+24		
Milwaukee		1 BA or Voc. exp.	2 (1) + 16 hrs.	3 (2) + 16 or 2nd BA or BA + pro. Lic.	4 (3) + 16 hrs.	5 (4) + 16 or LL.B. or J.D. or ED.D. or DR.							

TABLE VI

PROMOTION AND TENURE POLICIES

COMMUNITY COLLEGE	YEARS SERVICE BEFORE GRANTING TENURE	PROMOTION POLICIES											
		ASSISTANT PROFESSORS				ASSOCIATE PROFESSORS				PROFESSORS			
		ACADEMIC REQUIREMENTS		YEARS EXPERIENCE		ACADEMIC REQUIREMENTS		YEARS EXPERIENCE		ACADEMIC REQUIREMENTS		YEARS EXPERIENCE	
16. Wisconsin Continued													
Moraine Park		1 BS or EQUIV.	2 BS+6	3 BS+12	4 BS+18	5 BS+24	6 BS+30	7 MS	8 MS+6	9 MS+12	10 MS+18	11 MS+24	12 DR
North Central		1 BS or BA	2 BS or BA+6	3 BS or BA+12	4 BS or BA+18	5 BS or BA+24	6 MA						
Waukesha		90 Credits				BA					MA		

Notes:

1. Some institutions do not provide for professorial rankings in their promotional policies. Instead a step system is used incorporating up to 12 steps usually based upon experience and education.
2. PIC = Professional Improvement Credits. Credits may be obtained by a number of different types of activities including college credits, field experience, conferences and seminars, travel and independent research.
3. Opt. Prep. = That preperation for a specific faculty position which is considered essential for a beginning teacher in that position.
4. Credits defined as college credit, inservice professional training, inservice teacher training.

ADDITIONAL—New York								
Orange	5	MA	4	MA+15	6	MA+30	10	

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
1. District of Columbia	
Washington Tech. Inst.	...an allegation or complaint by a full-time teaching faculty member, or a group of faculty members, or the Federation that there has been: (a) a breach, misinterpretation or improper application of the terms of this Agreement; or (b) an arbitrary or discriminatory application of or a failure to act pursuant to this Agreement; the statutes, the written policies and practices of the Board related to terms and conditions of employment...
2. Florida	
Hillsborough	...any claim by a Hillsborough Community College professional staff member or the Council that there has been a violation, misrepresentation or misapplication of any provision of this Agreement, or any rule, order or regulation of the Board...
3. Illinois	
City Colleges of Chicago	...a complaint by a faculty member (1) that there has been to him a violation, misinterpretation or inequitable application of any of the provisions of this Agreement or (2) that he has been treated unfairly or inequitably by reason of any act or condition which is contrary to established policy or practice governing or affecting faculty members...shall also include a grievance affecting more than one department at a single college and a grievance affecting more than one college...
Highland	...a complaint by a faculty member that there has been as to him a violation, misinterpretation or inequitable application of any of the provisions of this Agreement or that he has been treated unfairly or inequitably by reason of any act or condition which is contrary to established written policy governing or effecting faculty members.
Illinois Valley	...any difference...with respect to the meaning, interpretation, or application of a specific and identified provision of this Agreement...
Joliet	...an alleged misinterpretation or misapplication of a specific article or section of this Agreement.
Lake Land	no grievance procedure
Prairie State	...a difference of opinion with respect to the meaning or application of the terms of this Agreement or a difference of opinion with respect to the meaning or application of Board Policies as provided for in the 1968 edition of the Policies and Procedures Manual which relates directly to the salaries, fringe benefits, and employment conditions.

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
3. Illinois Continued	
Sauk Valley	...a claim that there has been a violation, misinterpretation or misapplication of a provision of this Agreement or of any established written College Policy as such policy pertains to wages, hours, and terms and conditions of employment.
Thornton	...a complaint by a faculty member that there has been as to him a violation or misinterpretation of the specific terms of this Agreement, or of written Board Policies or written Board Rules and Regulations which relate directly to wages, hours or working conditions of faculty members covered by this Agreement and which from time to time be in effect...
Triton	...a complaint by a faculty member (1) That there has been as to him a violation, misinterpretation, or inequitable application of Agreements... (2) That he has been treated unfairly or inequitably by reason of any act or condition which is contrary to established policy or practice governing or affecting faculty members...
Waubonsee	...an alleged violation of a specific article or section of this Agreement.
4. Kansas	
Garden City	no definition
Hutchinson	...a claim or complaint by a faculty member or members,...based upon an event which affects a condition of employment, discipline or discharge, and/or alleged violation, misrepresentation of any provision of this Agreement or any existing rule, order or regulation of the Board of Trustees.
Labette	...a complaint by an instructor or group of instructors based on an alleged violation, misinterpretation or misapplication by the College of a law, a state regulation, having the affect of law, a written contract, Board Policy, administrative regulation or the Master Agreement.
5. Maine	
Maine Voc.-Tech. Inst.	Grievance procedure established by law.

74

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
6. Maryland	
C.C. of Baltimore	...(1) a dispute concerning the application or misinterpretation or misapplication of the terms of this Agreement; or (2) a claimed violation, misinterpretation or misapplication of the rules or regulations of the Employer affecting the terms and conditions of the employment...(suspension and/or dismissal of any unit member is not subject to grievance procedure).
7. Massachusetts	
Bristol	...a complaint by a faculty member or the Association that there has been a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement.
Massasoit	...written claim or complaint by a faculty member, a group of faculty members, or the Association, based upon an event which affects a condition of employment discipline and/or violation, misinterpretation or misapplication of any provisions of this Agreement.
Mount Wachusett	...matters involving the application of the express provisions of this Agreement and applicable provisions of the Red Book.
8. Michigan	
Charles Stewart Mott	...a claim, by one or more faculty members, or the MCCEA of an improper application or interpretation of this Agreement or personnel policy as established from time to time...
Glen Oaks	...relating to salaries, terms or conditions of employment, or of procedures in disciplining an instructor(s), or any condition affecting wages, hours or conditions of employment in the following instances: (a) If there has been a violation, misinterpretation, or misapplication of any provision of this Agreement...(b) If there are existing Board of Trustee policies or administrative regulations or directives which violate the terms of this Agreement. (c) If there has been a violation, misinterpretation or misapplication of statutory and/or constitutional provisions, except for statutes which specifically establish a procedure for redress.
Henry Ford	...a complaint by a teacher or by the Union in its own behalf that (1) there has been a violation, misinterpretation or misapplication of any provision of this Agreement, or (2) there has been a violation, misinterpretation or misapplication of written policies or procedures affecting the conditions of employment of teachers in effect from time to time...

73

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
8. Michigan Continued	
Jackson	...any dispute or controversy between the parties to this Agreement, or between the Administration and any instructor covered by this Agreement, with respect to matters...which affect a condition of employment, discipline, or discharge or otherwise arise out of the provisions or administration of this Agreement...
Kalamazoo Valley	...a claim by one or more Association members, the Association, or the Administration of improper application or interpretation of this Agreement or of items in the College Handbook pertaining to salaries, hours, conditions of employment or working conditions...
Kellogg	...a claim based upon an event or condition which affects the welfare or conditions of employment of a faculty member or a group of faculty members and/or the interpretation, meaning or application of any of the provisions of this Agreement...
Lansing	...an alleged violation, misinterpretation or misapplication of a specific article or section of this Agreement and/or the Board's Personnel Policies...
Macomb County	...an allegation by MCCCFO that there has been an alleged violation, misinterpretation, misapplication or non application of any provision of this Agreement...
Mid-Michigan	...a claim or complaint by a faculty member, group of faculty members of the Association...based upon an event which affects a condition of employment, discipline or discharge, and/or alleged violation, misrepresentation or misapplication of any provision of this Agreement or any existing rule, or regulation of the Board of Trustees...
Monroe County	...a violation of any provision of this Agreement...
Oakland	...a claim based upon an event or condition which affects the condition of work or employment of a faculty member or group of faculty members and/or the interpretation, meaning or application of any of the provisions of this Agreement. (objections to discharge or demotion...shall not be subject to grievance procedure.)
Saint Clair	...a claim or complaint by a faculty member, group of faculty members, or the Association as to the application or interpretation of this Agreement (either as to the meaning of its terms or as to the rights of either party under these terms, or as to the justification of action taken under these terms).
Schoolcraft	...a claim of an alleged violation, misinterpretation, or misapplication of this Agreement or of an alleged violation, misinterpretation or misapplication of existing Board rules, regulations or policies.

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
8. Michigan Continued	
Wayne County	...a complaint by an employee in the bargaining unit, by a group of employees, or by the Federation on its own behalf concerning any alleged violation, misapplication, or nonapplication of this Agreement or any disciplinary action.
West Shore	...a claim or complaint by a faculty member, or a group of faculty members of the Faculty Senate,...based upon an alleged violation misrepresentation or misapplication of any provision of this Agreement or the written policies of the Board, appropriate federal, state and local laws.
9. Minnesota	
State Community College Board	...a dispute or disagreement raised by an employee or the Association against the Employer involving the interpretation or application of the specific provisions of this Contract or application of a rule or regulation in other than a uniform manner or other than in accordance with the provisions of the rule or regulation...
10. New Jersey	
Atlantic	...a claim by one or more members of the bargaining unit or by the Association...that such member or members suffered an injury because of an alleged violation, misrepresentation or misapplication of any revision of this Agreement, or any existing rule, order or regulation of the Board of Trustees, the President of the College, or the Board of Higher Education.
Bergen	...an allegation by an employee or the Association that there has been: (1) a breach, misinterpretation, or improper application of the terms of this Agreement; or (2) An arbitrary or discriminatory application of or a failure to act pursuant to, the by-laws and written policies or other administrative decisions of the College, related to the terms and conditions of employment.
Brookdale	...a claim by a faculty member or the Association regarding: (1) An evaluation...; (2) A disagreement regarding salary increment such as less than normal increment, lack of merit increment where the employee feels one is deserved, or failure to receive a promotion (if such promotion is available) where the employee feels he had earned such promotion; (3) Work assigned; (4) Any violation of the Board of Trustees approved terms and condition specifically referred to in an agreement with a recognised employee association, or in the case of an academic employee, his specific contract; (5) Any violation of the College Policies, Regulations, or Procedures, if, as a result of such violation, the employee can show where he has been personally grieved.

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
10. New Jersey Continued	
Gloucester	...a claim or complaint by a faculty member, a group of faculty members of the Federation based upon an event which affects a condition of employment, discipline or discharge, and/or alleged violation of which constitutes a misrepresentation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board of Trustees...
Mercer	...an allegation by a faculty member of the Association that there has been a misinterpretation, misapplication or violation of this Agreement.
Middlesex	identical to Gloucester
Passaic	...a claim by a faculty member or the Faculty Association that there has been a breach, misinterpretation, or improper application of the terms of this Agreement, or violation of academic due process or violation of or improper application of College Policies and/or administrative decisions affecting a term or condition of employment of a faculty member, or a violation of academic freedom.
Somerset	...matters involving interpretation, application or performance of this Agreement...
11. New York	
Auburn	...a claim by any faculty member or group of faculty in the negotiating unit of any violation, misinterpretation or inequitable application of any of the provisions of this Agreement.
Broome Tech.	not obtainable
City University of New York	...an allegation by an employee or the PSC that there has been: (1) a breach, misinterpretation or improper application of a term of this Agreement; or (2) an arbitrary or discriminatory application of or a failure to act pursuant to the by-laws and written policies of the Board related to the terms and conditions of employment
Dutchess	Contract Grievance: a dispute concerning the interpretation of a specific term, condition or provision of this Agreement.
Fashion Inst.	...any complaint by a grievant that: (a) there has been a violation, misinterpretation or misapplication of any of the provisions of this Contract which concerns the grievant or (b)...written or established policies or procedures governing or arising out of the day to day working conditions of employees herein, if the sustaining of such a complaint would not be inconsistent with the provisions of this Contract.

78

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
11. New York Continued	
Finger Lakes	...any claimed violation, misinterpretation or inequitable application of any of the terms and conditions of this Agreement.
Fulton-Montgomery	...an allegation by an employee covered by this Agreement, that there has been: (1) a breach, misinterpretation or improper application of the terms of this Agreement; or (2) an arbitrary or discriminatory application of, or a failure to act pursuant to, the by-laws and written policies of the Board related to terms and conditions of employment.
Genesee	...a complaint by any faculty member or members in the negotiating unit, regarding an alleged violation, misinterpretation or misapplication of the terms of this Agreement.
Jamestown	...a claim by the Association or any faculty member or group of faculty in the negotiating unit based upon any claimed violation, misinterpretation, misapplication, or inequitable application of law, rules or regulations having the force of law, this Agreement, policies, rules, by-laws and regulations of the Board and/or the Trustees and/or Chief Executive Officer.
Mohawk Valley	Personal Grievance: an allegation by an employee that there has been an arbitrary or discriminatory application of, or a failure to act pursuant to, the policies of the Board or the provisions of this Agreement related to the terms and conditions of employment. Contract Grievance: a dispute concerning the interpretation of a specific term, condition or provision of this Agreement.
Monroe	...any complaint by any person covered by this Agreement, the College, or the Faculty Association on its own behalf that there has been a violation, misinterpretation or inequitable application of any of the provisions of this Agreement.
Niagara	...a complaint by any faculty member or group of faculty members in the negotiating unit regarding an alleged violation, misinterpretation, or misapplication of the terms of this Agreement.
Onondaga	...any complaint by any person covered by this Agreement or by the Onondaga Community College Federation of Teachers in its own behalf that there has been a violation, a misinterpretation or inequitable application of any of the provisions of this Agreement.
Rockland	...matter concerning the terms and other conditions of employment within the limits of this Agreement.
Schenectady	Personal Grievance: ...an allegation by a staff member that there has been an arbitrary or discriminatory application of or a failure to act pursuant to, the policies of the Board of Trustees related to terms and conditions of employment. (issues concerning rate of compensation not grievable) Contract Grievance: a dispute concerning the interpretation of a specific term, condition or provision of this Agreement.

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
11. New York Continued	
Ulster	...any alleged violation of this Agreement or any dispute with respect to its meaning or application.
Westchester	...any claimed violation, misinterpretation or inequitable application of this Contract or of the existing laws, rules, procedures, regulations, administrative orders or work rules of the County or the College which relate to wages, hours or working conditions...
12. Oregon	
Southwestern Oregon	...a complaint or claim against, or dispute, misunderstanding, or controversy with, the Employer by a faculty member or members of the Federation arising out of the interpretation or application by the Employer of the terms of this Agreement.
13. Pennsylvania	
Beaver County	...(a) an alleged violation of a specific article or section of this Agreement and (b) that the college acted in an arbitrary and capricious manner contrary to policy governing a faculty member.
Bucks County	...a complaint: arising out of the interpretation, application or violation of any provision of this Agreement; involving the work situation; or that a practice or policy is improper or unfair; or that there has been a deviation.
Lehigh County	Any complaint alleging a specific violation, misinterpretation or improper application of the terms and condition of this Agreement, or: The alleged arbitrary or discriminatory enforcement of the College's rules and regulations related to wages, hours, terms and conditions of employment...
Community College of Philadelphia	...an allegation or complaint that there has been a breach, violation, misinterpretation, misapplication, inequitable or otherwise improper application of, or a deviation from, the terms of this Agreement, or of any policy, practice or procedure which relates to wages, hours, or working conditions...a complaint involving any employee's work circumstances shall constitute a grievance.
Westmoreland County	...a dispute concerning the interpretation, application or alleged violation of a specific term or provision of this Agreement or a claim that the College has acted in an arbitrary or capricious manner contrary to an established Board or Administrative policy affecting employees.

80

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
13. Pennsylvania Continued	
Williamsport Area	...an allegation by an employee, a group of employees, or, if ten (10) or more employees are aggrieved, by the Association that the Employer has misinterpreted or misapplied the terms of this Agreement, as to him or them.
14. Rhode Island	
Rhode Island Jr. College	...any difference or dispute between the Board and the Association or any employee with respect to the interpretation, application or violation of any of the provisions of this Agreement.
15. Washington	
Bellevue	none
Centralia Tech.	...a complaint or claim against, or dispute, misunderstanding or controversy with the Employer by a faculty member or members or the Association arising out of the interpretation or application of any alleged violation by the Employer of the terms of this Agreement...(all decisions relating to awarding or withholding of Tenure, renewal or nonrenewal, dismissal or discharge, shall not be subject to grievance procedure)
Green River	...an alleged misinterpretation of or misapplication of or deviation from any provisions of this Agreement... (decisions regarding Tenure or dismissal shall not be grievable)
Lower Columbia	...a complaint or claim against, or dispute, misunderstanding or controversy with the Employer by a faculty member or members of the Association arising out of the interpretation or application of or any alleged violation by the Employer of the terms of this Agreement or previously negotiated policies included in Appendix C.
Tacoma	...an alleged violation of the implementation of the negotiated Agreement of the district as they directly affect the individual academic employee(s) and his/her employment relations with the Community College District No. 22.
Yakima Valley	...any condition, action, or lack of action on the part of the District which an affected academic employee(s) believe(s) to be unjust...an alleged misinterpretation or misapplication of rules, regulations, or negotiated Agreement(s).

TABLE VII (a)

DEFINITION OF GRIEVANCE

COMMUNITY COLLEGE	DEFINITION
16. Wisconsin	
Eau Claire	...a complaint by any employee in the bargaining unit, or by the Union, where he/she or the Union feels a policy or practice is considered improper or unfair; where he/she or they allege there has been a deviation from or the misinterpretation or misapplication of a practice or policy; or where there has been a violation, misinterpretation or misapplication of any provision of any agreement existing between the parties hereto.
Fox Valley	...any complaint regarding the interpretation or application of a specific provision of this Agreement...
Lakeshore	...complaint by an employee in bargaining unit, or the Association, where a policy or practice within the confines of this Contract is considered improper or unfair...deviation, misinterpretation or misapplication of practice or policy...violation, misinterpretation or misapplication of any provision of this Agreement...
Mid-State	...an allegation that there has been a specific violation of this Agreement.
Milwaukee	...any matter which involves a violation of one or more specific provisions of this Agreement. "Complaint"---...a personal dissatisfaction of an employee with any aspect of his employment which does not involve a grievance as defined above.
Moraine Park	...an alleged violation of a specific Article or Section of this Agreement, or an interpretation, meaning, or application of any specific Article or Section of this Agreement.
North Central	...a request for interpretation or claim of a violation of a specific Article or Section of the professional contract supplement agreement.
Waukesha	...a complaint that there has been a violation, misinterpretation or inequitable application of any of the provisions of this Agreement or that one or more educators have been treated unfairly or inequitably for reason of any act or condition prevailing in the Schools, or which is contrary to established policy or practice governing or affecting educators...
ADDITIONAL--New York	
Orange	...a claim by the Association or any faculty member or group of faculty in the negotiating unit based upon any event or condition affecting their welfare and/or terms and conditions of employment, including, but not limited to any claimed violation, misinterpretation, misapplication or inequitable application of law, rules or regulations having the force of law, this agreement, policies, rules, by-laws, regulations, directions, orders, work rules, procedures practices or customs of the County and/or the Board of Trustees and/or the Chief Executive Office and/or [illegible] administration...(refusal of the College to renew the contract of a probationary faculty member shall not be a grievance)

TABLE VII (b)

SUMMARY OF GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	GRIEVANCE PRO. IN CONTRACT	VARIANCE IN GRIEVANCE PROCEDURE	NUMBER OF STEPS	UNION REP. AT STEP NUMBER	FINAL STEP
1. District of Columbia					
Washington Tech. Inst.	Yes	Equity grievances based on the principle of fairness shall not be subject to Step 5.(Arb)	5	1	Washington Tech. Inst. Grievance Group (Binding)
2. Florida					
Hillsborough	Yes	Procedure varies for issues among or between professional personnel who are assigned to different campuses.	5	1	Board of Trustees
3. Illinois					
City Colleges of Chicago	Yes	Only grievances concerning application or interpretation of Agreement may be appealed to Arb.	3	1	Binding Arbitration
Highland	Yes	———	3	1	Binding Arbitration
Illinois Valley	Yes	———	5	1	Binding Arbitration
Joliet	Yes	Insert Step 4 for discharge or disciplinary grievance. Meeting between grievant, AFT, and Rep of Board.	4	1	Binding Arbitration
Lake Land	No	———	–	–	———
Prairie State	Yes	Union may file grievance at Step 1 in following 2 catagories: (1) Those alleged violations of this Agreement relating directly to Union Rights. (2) Those that relate to classes of full-time faculty members.	4	3	Binding Arbitration

TABLE VII (b)

SUMMARY OF GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	GRIEVANCE PRO. IN CONTRACT	VARIANCE IN GRIEVANCE PROCEDURE	NUMBER OF STEPS	UNION REP. AT STEP NUMBER	FINAL STEP
3. Illinois Continued					
Sauk Valley	Yes	———	4	1	Binding Arbitration
Thornton	Yes	———	4	1	Binding Arbitration
Triton	Yes	Group grievances initiated with Vice President-Administration then to Step 4.	5	1	Advisory Arbitration
Waubonsee	Yes	Federation may initiate or appeal grievance from Step 3 or 4.	5	1	Binding Arbitration
4. Kansas					
Garden City	Yes	———	4	1	Board of Trustees
Hutchinson	Yes	———	4	1	Advisory Arbitration
Labette	Yes	———	4	1	Binding Arbitration
5. Maine					
Maine Voc-Tech. Inst.	Yes[1]	Matters of classification and compensation may not be appealed to State Employee Appeals Board.	5	1	Binding Arbitration
6. Maryland					
C.C. of Baltimore	Yes	———	4	1	Binding Arbitration
7. Massachusetts					
Bristol	Yes	———	3	1	Binding Arbitration

TABLE VII (b)

SUMMARY OF GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	GRIEVANCE PRO. IN CONTRACT	VARIANCE IN GRIEVANCE PROCEDURE	NUMBER OF STEPS	UNION REP. AT STEP NUMBER	FINAL STEP
7. Massachusetts Continued					
Massasoit	Yes	———	4	1	Binding Arbitration
Mount Wachusett	Yes	———	5	1	Binding Arbitration
8. Michigan					
Charles Stewart Mott	Yes	———	5	1	Binding Arbitration
Glen Oaks	Yes	———	6	1	Binding Arbitration
Henry Ford	Yes	———	5	1	Binding Arbitration
Jackson	Yes	Association and discharge grievances are appealed to Step 3. All others are appealed from Step 2 to Arbitration.	4	1	Binding Arbitration
Kalamazoo		An Association member on his own behalf or a group of Association members may pursue an alleged grievance only through Step 2.	4	1	Binding Arbitration
Kellogg	Yes	———	4	1	Binding Arbitration
Lansing	Yes	Association grievances will proceed from Step 2.	4	1	Binding Arbitration
Macomb County	Yes	Policy grievances shall be filed at Step 2. Step 0 or Step 1 may be bypassed if administrator does not have jurisdiction.	3	1	Binding Arbitration
Mid-Michigan	Yes	Only violation, misrepresentation or misapplication of Master Agreement is subject to Arbitration.	4	1	Binding Arbitration
Monroe County	Yes	A grievance filed by Association on behalf of the faculty members in more than one division shall be filed at Step 2.	5	1	Binding Arbitration

TABLE VII (b)

SUMMARY OF GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	GRIEVANCE PRO. IN CONTRACT	VARIANCE IN GRIEVANCE PROCEDURE	NUMBER OF STEPS	UNION REP. AT STEP NUMBER	FINAL STEP
8. Michigan Continued					
Oakland	Yes	———	5	1	Binding Arbitration
Saint Clair	Yes	———	4	1	Binding Arbitration
Schoolcraft	Yes	———	4	1	Arbitration (Does not say whether Binding or not.)
Wayne County	Yes	———	2	1	Binding Arbitration
West Shore	Yes	———	3	1	Binding Arbitration
9. Minnesota					
State Community College Board	Yes	———	4	1	Binding Arbitration
10. New Jersey					
Atlantic	Yes	Grievance based on issue other than terms of Agreement is subject only to advisory Arbitration.	4	1	Binding Arbitration
Bergen	Yes	———	2	1	Board of Trustees
Brookdale	Yes	Group grievances will be initiated at Step 2.	4	1	Advisory Arbitration
Gloucester	Yes	In case of non-tenured faculty member's non-renewal Board of Trustees will act as Arbitrator in final and Binding Arbitration.	3	1	Binding Arbitration
Mercer	Yes	Grievances related to reappointment, tenure or promotion may be advanced only to Step 2. Grievances related to faculty workload are subject only to advisory Arbitration.	3	1	Binding Arbitration

TABLE VI. ( )

SUMMARY OF GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	GRIEVANCE PRO. IN CONTRACT	VARIANCE IN GRIEVANCE PROCEDURE	NUMBER OF STEPS	UNION REP. AT STEP NUMBER	FINAL STEP
10. New Jersey Continued					
Middlesex	Yes	———	3	1	Binding Arbitration
Passaic	Yes	———	4	1	Advisory Arbitration
Somerset	Yes	———	3	1	Binding Arbitration
11. New York					
Auburn	Yes	Grievance involving system-wide policies may be initiated by the Association at Step 2. Grievance involving dismissal of tenured faculty may be initiated at Step 3.	4	1	Binding Arbitration
Broome Tech.	Yes	———	5	1	Binding Arbitration
City University of New York	Yes	Grievance involving more than one college may be initiated at Step 2. Grievance involving failure to reappoint shall be filed within twenty (20) working days of the scheduled date for notice of non-reappointment.	3	1	Binding Arbitration
Dutchess	Yes	Contract interpretation only Personal Grievance	3 3	1 1	Binding Arbitration Board of Trustees
Fashion Inst.	Yes	Grievances involving tenured members must be filed within sixty (60) days. All others - ninety (90).	3	1	Binding Arbitration
Finger Lakes	Yes	Grievances concerning discipline or discharge shall not be subject to arbitration.	4	1	Binding Arbitration
Fulton-Montgomery	Yes	Grievances involving dismissal or denial of tenure will be initiated at Step 2. Grievance affecting a group of faculty may be initiated at Step 2.	4	1	Binding Arbitration

TABLE VII (b)

SUMMARY OF GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	GRIEVANCE PRO. IN CONTRACT	VARIANCE IN GRIEVANCE PROCEDURE	NUMBER OF STEPS	UNION REP. AT STEP NUMBER	FINAL STEP
11. New York Continued					
Genesee	Yes	Grievance related to termination for cause shall be initiated at Step 2.	4	1	Binding Arbitration
Jamestown	Yes	Grievance involving group may be filed by Association at Step 2. Grievance involving dismissal or denial of tenure may be filed at Step 2.	4	1	Binding Arbitration
Mohawk Valley	Yes	Contract interpretation only Personal Grievance	3 3	1 1	Binding Arbitration Board of Trustees
Monroe	Yes	———	4	1	Binding Arbitration
Niagara	Yes	Grievance involving academic freedom is subject only to first four (4) stages, not Arbitration.	5	1	Binding Arbitration
Onondaga	Yes	Procedure varies for grievances involving dismissal.	3	1	Binding Arbitration
Rockland	Yes	———	4	1	Binding Arbitration
Schenectady	Yes	Contract interpretation only Personal Grievance	3 3	1 1	Binding Arbitration Board of Trustees
Ulster	Yes	———	3	1	Binding Arbitration
Westchester	Yes	Procedure varies for Union-College or College-Union grievance.	3	1	Binding Arbitration
12. Oregon					
Southwestern Oregon	Yes	———	3	1	Binding Arbitration
13. Pennsylvania					
Beaver County	Yes	Society may file grievance at Step 2.	3	1	Binding Arbitration

TABLE VII (b)

SUMMARY OF GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	GRIEVANCE PRO. IN CONTRACT	VARIANCE IN GRIEVANCE PROCEDURE	NUMBER OF STEPS	UNION REP. AT STEP NUMBER	FINAL STEP
13. Pennsylvania Continued					
Bucks County	Yes	———	4	1	Binding Arbitration
Lehigh County	Yes	Association may initiate grievance at Step 2.	3	1	Binding Arbitration
Community College of Philadelphia	Yes	If grievance involves employee's work circumstances, grievance shall be appealable from Step 3 to Committee of Board of Trustees for final determination.	4	1	Binding Arbitration
Westmoreland County	Yes	Grievance involving non-renewal of contract in the 2nd or 3rd year of service will end with step before Arb.	4	2	Binding Arbitration
Williamsport Area	Yes	If grievance involves legal question, procedure will terminate at Step 3.	4	1	Binding Arbitration
14. Rhode Island					
Rhode Island Jr. College	Yes	All cases of dismissal may go immediately to Step 2.	4	1	Binding Arbitration
15. Washington					
Bellevue	Yes	———	6	1	Board of Trustees
Centralia Tech.	Yes	———	3	1	Binding Arbitration
Green River	Yes	———	3	1	Binding Arbitration
Lower Columbia	Yes	———	3	1	Binding Arbitration
Tacoma	Yes	———	4	1	Advisory Arbitration
Yakima Valley	Yes	Union may process grievance beginning at Step 2.	4	1	Board of Trustees

TABLE VII (b)

SUMMARY OF GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	GRIEVANCE PRO. IN CONTRACT	VARIANCE IN GRIEVANCE PROCEDURE	NUMBER OF STEPS	UNION REP. AT STEP NUMBER	FINAL STEP
16. Wisconsin					
Eau Claire	Yes	If a grievance is of such clear and present nature as to require immediate action, the Association may appeal to the Director after the informal step.	4	1	Binding Arbitration
Fox Valley	Yes	———	4	1	Binding Arbitration
Lakeshore	Yes	If a grievance is of such clear and present nature as to require immediate action, the Association may appeal to the Director after the informal step.	4	1	Binding Arbitration
Mid-State	Yes	———	5	1	Binding Arbitration
Milwaukee	Yes	"Complaints" will not be subject to Arbitration.	4	1	Binding Arbitration
Moraine Park	Yes	In a non-renewal case Arbitrator shall not have the authority to determine the existance or lack of work if such be the cause for non-renewal. Grievance Committee may process group grievance from Step 2.	5	1	Binding Arbitration
North Central	Yes	Administration may process grievance at Step 3.	4	1	Binding Arbitration
Waukesha	Yes	If grievance arises from action of higher authority than level 1, the Association may appeal to next higher step.	4	1	Binding Arbitration
ADDITIONAL--New York					
Orange	Yes	Association may initiate grievance at step 2.	4	1	Binding Arbitration

Notes:
1. State Law is incorporated in contract.

TABLE VII (c)

ARBITRATION PROVISIONS IN GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	NUMBER OF ARBITRATORS	METHOD OF SELECTION	ALTERNATIVE SELECTION METHOD	COSTS OF ARBITRATION	OTHER PROVISIONS
1. District of Columbia					
Washington Tech. Inst.	5	2--Board Members 2--Federation Members 1--Chosen by other 4			
2. Florida					
Hillsborough	1	Permanent Arbitrator		split	
3. Illinois					
City Colleges of Chicago	1	Permanent Arbitrator		split	Provision for Administrative grievance
Highland	1	Agreement	AAA[1]	split	
Illinois Valley	1	FMCS[2]			Provision for Administrative grievance.
Joliet	1	Agreement	AAA	split	
Lake Land					
Prairie State	1	Agreement	AAA	split	
Sauk Valley	1	Agreement	AAA	split	
Thornton	1	Agreement	AAA	split	
Triton	3	1--Faculty Association 1--Board Members 1--Chosen by first 2		split	
Waubonsee	1	Agreement	AAA	split	Provision for Administrative grievance.

TABLE VII (c)

ARBITRATION PROVISIONS IN GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	NUMBER OF ARBITRATORS	METHOD OF SELECTION	ALTERNATIVE SELECTION METHOD	COSTS OF ARBITRATION	OTHER PROVISIONS
4. Kansas					
Garden City					
Hutchinson	Arbitrators from both parties will be agreed on by the parties if grievance is not settled in first 3 steps. Not binding.				
Labette	1	Kansas State Board of Education. One chosen from 5.	AAA	split	
5. Maine					
Maine Voc.-Tech. Inst.	3	SEAB[3]			
6. Maryland					
C.C. of Baltimore	1	Agreement	FMCS	split	
7. Massachusetts					
Bristol	1	Agreement	AAA	split	
Massasoit	1	Agreement	AAA	split	
Mount Wachusett	1	Agreement	Director of Personnel and Standardisation	split	
8. Michigan					
Charles Stewart Mott	1	Agreement	AAA	split	
Glen Oaks	1	AAA		split	Provision for mediation by State Labor Meditation Board at step 5.

TABLE VII (c)

ARBITRATION PROVISIONS IN GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	NUMBER OF ARBITRATORS	METHOD OF SELECTION	ALTERNATIVE SELECTION METHOD	COSTS OF ARBITRATION	OTHER PROVISIONS
8. Michigan Continued					
Henry Ford	1	AAA		split	
Jackson	1	Agreement	AAA	split	
Kalamazoo Valley	1	AAA		split	
Kellogg					
Lansing	1	AAA		split	
Macomb County	1	AAA		split	Arbitrator may not establish specific salaries on schedule.
Mid-Michigan	1	Agreement	FMCS	to be paid by the party against whom judgment is awarded	Provision for mediation by MERC at step 2.
Monroe County	1	AAA		split	
Oakland	1	AAA		to be paid by the party against whom judgment is awarded	Arbitrator may arbitrate only contract violations.
Saint Clair	1	Agreement	AAA	split	
Schoolcraft	1	Agreement	AAA	split	
Wayne County	1	AAA	MERC	to be paid by the party against whom judgment is awarded	
West Shore	1	Agreement	AAA	to be paid by the party against whom judgment is awarded	

TABLE VII (c)

ARBITRATION PROVISIONS IN GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	NUMBER OF ARBITRATORS	METHOD OF SELECTION	ALTERNATIVE SELECTION METHOD	COSTS OF ARBITRATION	OTHER PROVISIONS
9. Minnesota					
State Community College Board	1	Agreement	BMS[5]	split	
10. New Jersey					
Atlantic	1	Agreement	AAA	split	
Bergen					
Brookdale	1	AAA		split	The following shall not be submissable to advisory arbitration: the failure or refusal of Board to renew contract of employees not under tenure; instances in which an employee claiming tenure has had charges brought against him pursuant to the Tenure Employees Hearing Act, failure to receive a promotion.
Gloucester	1	Agreement	AAA	split (In discharge cases, if faculty member is found to have been unjustly discharged, Board will pay full cost of arbitration. If discharge is found to have been justified, Federation will pay entire cost.)	
Mercer	1	Agreement	AAA	split	
Middlesex	1	Agreement	AAA or PERC[6]	split	

TABLE VII (c)

ARBITRATION PROVISIONS IN GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	NUMBER OF ARBITRATORS	METHOD OF SELECTION	ALTERNATIVE SELECTION METHOD	COSTS OF ARBITRATION	OTHER PROVISIONS
10. New Jersey Continued					
Passaic	1	Agreement	AAA	split	
Somerset	1	Agreement	AAA	split	
11. New York					
Auburn	1	Agreement	AAA	split	
Broome-Tech.	1	AAA		split	
City University of New York	1	1 selected from panel of 6.		split	Any grievance based in whole or in part upon ...academic judgment, the Arbitrator shall not review the merits of the academic judgement or substitute his own judgment therefor...
Dutchess	1	Agreement	AAA	split	
Fashion Inst.	1	NYSMS		split	
Finger Lakes	1	AAA		split	
Fulton-Montgomery	1	Agreement	AAA	split	
Genesee	1	AAA		split	Advisory Arbitration only in grievances related to non-renewal of probationary appointments and matters relating to retrenchment.
Jamestown	1	Agreement	AAA	split	
Mohawk Valley	1	Agreement	AAA	split	
Monroe	1	AAA		split	College may initiate grievance.

TABLE VII (c)

ARBITRATION PROVISIONS IN GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	NUMBER OF ARBITRATORS	METHOD OF SELECTION	ALTERNATIVE SELECTION METHOD	COSTS OF ARBITRATION	OTHER PROVISIONS
11. New York Continued					
Niagara	1	NYSMS[7]	PERB[8]	split	Provisions for mediation at step 4.
Onondaga	1	PERB	AAA	split	
Rockland	3	1 permanent member selected by College 1 permanent member selected by Federation 1 temporary member selected by 2 permanent members.	PERB	split	Parties may choose to have single Arbitrator.
Schenectady	3	1--Association 1--College 1--Chosen by first 2.	AAA	split	
Ulster	1	AAA		split	
Westchester	3	1--Union 1--President 1--By first 2.	AAA for 3rd member	split (cases affecting suspension or dismissal of tenured member, county shall bear all costs)	College may initiate grievance.
12. Oregon					
Southwestern Oregon	1	AAA		split	
13. Pennsylvania					
Beaver County	1	Agreement	AAA	split	If decision requires legislative action, such decision shall be effective only if such legislation is enacted.

TABLE VII (c)

ARBITRATION PROVISIONS IN GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	NUMBER OF ARBITRATORS	METHOD OF SELECTION	ALTERNATIVE SELECTION METHOD	COSTS OF ARBITRATION	OTHER PROVISIONS
13. Pennsylvania Continued					
Bucks County	1	AAA		split	Binding Arbitration of contract violation only.
Lehigh County	1	Agreement	AAA	split	
C.C. of Philadelphia	1	AAA		split	
Westmoreland County	1	Agreement	SBM[9]	split	
Williamsport Area	1	Agreement	FMCS	split	
14. Rhode Island					
Rhode Island Jr. College	1	AAA		split	
15. Washington					
Bellevue					
Centralia Tech.	1	AAA		split	
Green River	1	AAA		split	
Lower Columbia	1	AAA		split	
Tacoma	1	WEIT[10]			
Yakima Valley					Provision for mediation at step 3.
16. Wisconsin					
Eau Claire	1	WERC		split	Arbitration of contract.

TABLE VII (c)

ARBITRATION PROVISIONS IN GRIEVANCE PROCEDURES

COMMUNITY COLLEGE	NUMBER OF ARBITRATORS	METHOD OF SELECTION	ALTERNATIVE SELECTION METHOD	COSTS OF ARBITRATION	OTHER PROVISIONS
16. Wisconsin Continued					
Fox Valley	1	Agreement	WERC	split	
Lakeshore	1	WERC[11]		split	
Mid-State	1	WERC		split	Provision for Administrative grievance initiated at step 2.
Milwaukee	1	Agreement	WERC	split	
Moraine	1	Agreement	WERC	split	
North Central	1	WERC		split	Provision for Administrative grievance.
Waukesha	1	WERC, AAA or FMCS Agreement	Flip of coin	split	

Notes

1. American Arbitration Association
2. Federal Mediation and Conciliation Service
3. State Employee Appeals Board
4. Michigan Employment Relations Commission
5. Bureau of Mediation Services
6. Public Employment Relations Commission
7. New York State Mediation Service
8. Public Employment Relations Board
9. State Bureau of Mediation
10. Washington Department of Labor and Industries
11. Wisconsin Employee Relations Commission

ADDITIONAL—New York					
Orange	1	Agreement	AAA	split	Arbitrator may arbitrate only contract violations. May not arbitrate grievances involving academic judgement.

TABLE VIII

MANAGEMENT RIGHTS

COMMUNITY COLLEGE	MANAGEMENT RIGHTS CLAUSE IN CONTRACT	TYPE OF CLAUSE	
		SPECIFIC	GENERAL
1. District of Columbia			
Washington Tech. Inst.	No		
2. Florida			
Hillsborough	Yes		X
3. Illinois			
City Colleges of Chicago	Yes		X
Highland	No		
Illinois Valley	No		
Joliet	Yes		X
Lake Land	Yes		X
Prairie State	Yes	X[1]	
Sauk Valley	Yes		X
Thornton	Yes	X[1]	
Triton	No		
Waubonsee	Yes	X[1]	
4. Kansas			
Garden City	Yes	X[1]	
Hutchinson	Yes		X
Labette	Yes		X
5. Maine			
Maine Voc.-Tech. Inst.	Yes		X
6. Maryland			
C.C. of Baltimore	Yes	X	
7. Massachusetts			
Bristol	Yes		X
Massasoit	Yes		X
Mount Wachusett	Yes	X	
8. Michigan			
Charles Stewart Mott	Yes		X
Glen Oaks	Yes	X	

TABLE VIII

MANAGEMENT RIGHTS

COMMUNITY COLLEGE	MANAGEMENT RIGHTS CLAUSE IN CONTRACT	TYPE OF CLAUSE	
		SPECIFIC	GENERAL
8. Michigan Continued			
Henry Ford	Yes		X
Jackson	Yes		X (some specification)
Kalamazoo Valley	Yes		X
Kellogg	Yes		X
Lansing	Yes		X
Macomb County	Yes		X
Mid-Michigan	Yes		X
Monroe County	Yes	X[1]	
Oakland	Yes		X
Saint Clair	Yes		X
Schoolcraft	Yes	X[1]	
Wayne County	Yes	X	
West Shore	Yes		X
9. Minnesota			
State Community College Board	Yes	X	
10. New Jersey			
Atlantic	No		
Bergen	Yes		X
Brookdale	Yes		X
Gloucester	No		
Mercer	Yes		X
Middlesex	No		
Passaic	Yes		X
Somerset	No		
11. New York			
Auburn	Yes		X
Broome Tech.	not obtainable		
City University of New York	Yes		X
Dutchess	Yes		X
Fashion Inst.	No		
Finger Lakes	Yes	X[1]	
Fulton-Montgomery	Yes		X

TABLE XIII

MANAGEMENT RIGHTS

COMMUNITY COLLEGE	MANAGEMENT RIGHTS CLAUSE IN CONTRACT	TYPE OF CLAUSE	
		SPECIFIC	GENERAL
11. New York Continued			
Genesee	Yes		X
Jamestown	Yes		X
Mohawk Valley	Yes	X[1]	
Monroe	Yes		X
Niagara	Yes		X
Onondaga	Yes		X
Rockland	Yes	X[1]	
Schenectady	Yes	X	
Ulster	No		
Westchester	No		
12. Oregon			
Southwestern Oregon	Yes		X
13. Pennsylvania			
Beaver County	Yes	X[1]	
Bucks County	Yes		X
Lehigh County	Yes		X
C.C. of Philadelphia	Yes	X	
Westmoreland County	Yes	X[1]	
Williamsport Area	Yes	X	
14. Rhode Island			
Rhode Island Jr. College	Yes		X
15. Washington			
Bellevue	Yes		X
Centralia Tech.	Yes		X
Green River	Yes		X
Lower Columbia	Yes		X
Tacoma	Yes	X[1]	
Yakima Valley	Yes		X
16. Wisconsin			
Eau Claire	Yes	X	
Fox Valley	Yes	X[1]	

TABLE VIII

MANAGEMENT RIGHTS

COMMUNITY COLLEGE	MANAGEMENT RIGHTS CLAUSE IN CONTRACT	TYPE OF CLAUSE	
		SPECIFIC	GENERAL
16. Wisconsin Continued			
Lakeshore	Yes		X
Mid-State	Yes	X	
Milwaukee	Yes		X
Moraine	Yes	X[1]	
North Central	Yes	X[1]	
Waukesha	Yes		X

Notes

1. These specific listings of Managements Rights include Savings Clauses such as "... including but not limited to..." or "...not intended as all-inclusive list..."

ADDITIONAL--New York			
Orange	Yes	X[1]	

TABLE 1k

UNION PRIVILEGES

COMMUNITY COLLEGE	DUES DEDUCTIONS	FACILITIES	BULLETIN BOARD	MAIL SERVICE	INFORMATION
1. District of Columbia					
Washington Tech. Inst.	X	X	X		X
2. Florida					
Hillsborough	X	X	X	X	X
3. Illinois					
City Colleges of Chicago	X	X	X	X	X
Highland	X				X
Illinois Valley	X				
Joliet	X	X	X	X	X
Lake Land		X	X	X	X
Prairie State	X	X			X
Sauk Valley		X	X	X	X
Thornton	X	X	X	X	X
Triton		X	X	X	X
Waubonsee	X	X	X	X	X
4. Kansas					
Garden City					
Hutchinson	X	X	X	X	X
Labette					X
5. Maine					
Maine Voc.-Tech. Inst.		X	X	X	
6. Maryland					
C.C. of Baltimore	X	X	X		
7. Massachusetts					
Bristol	X	X	X	X	X
Massasoit	X	X	X	X	X
Mount Wachusett	X	X	X	X	X
8. Michigan					
Charles Stewart Mott	X	X	X	X	X
Glen Oaks	X	X	X		X

TABLE II

UNION PRIVILEGES

COMMUNITY COLLEGE	DUES DEDUCTIONS	FACILITIES	BULLETIN BOARD	MAIL SERVICE	INFORMATION
8. Michigan Continued					
Henry Ford	X	X			X
Jackson	X	X	X		X
Kalamazoo Valley	X	X			X
Kellogg	X	X	X	X	X
Lansing	X	X	X		X
Macomb County	X	X	X		X
Mid-Michigan	X	X	X	X	X
Monroe County	X	X	X	X	
Oakland	X	X			X
Saint Clair	X	X	X	X	X
Schoolcraft	X	X	X	X	X
Wayne County	X	X	X	X	X
West Shore	X	X			
9. Minnesota					
State Community College Board	X	X	X	X	X
10. New Jersey					
Atlantic	X	X	X	X	X
Bergen		X	X	X	
Brookdale	X	X	X	X	X
Gloucester	X	X	X	X	X
Mercer		X	X	X	X
Middlesex	X	X	X	X	X
Passaic					
Somerset	X	X	X	X	X
11. New York					
Auburn	X				X
Broome Tech.	X				
City University of New York	X	X	X	X	X
Dutchess	X	X			X
Fashion Inst.	X				
Finger Lakes	X	X			X

TABLE IX

UNION PRIVILEGES

COMMUNITY COLLEGE	DUES DEDUCTIONS	FACILITIES	BULLETIN BOARD	MAIL SERVICE	INFORMATION
11. New York Continued					
Fulton-Montgomery	X				
Genesee	X				
Jamestown	X	X	X	X	X
Mohawk Valley	X	X	X	X	X
Monroe	X				
Niagara	X	X	X	X	X
Onondaga	X	X	X		X
Rockland	X		X	X	
Schenectady	X			X	X
Ulster	X	X	X	X	X
Westchester	X	X	X	X	
12. Oregon					
Southwestern Oregon	X	X	X	X	X
13. Pennsylvania					
Beaver County	X	X	X	X	X
Bucks County	X	X	X	X	
Lehigh County	X	X	X	X	
C.C. of Philadelphia	X	X	X	X	X
Westmoreland County	X	X	X	X	
Williamsport Area	X	X	X		X
14. Rhode Island					
Rhode Island Jr. College		X	X	X	X
15. Washington					
Bellevue	X	X	X	X	X
Centralia Tech.	X	X	X	X	X
Green River		X	X	X	X
Lower Columbia	X	X	X	X	
Tacoma	X	X	X	X	
Yakima Valley	X	X	X	X	X
16. Wisconsin					
Eau Claire	X	X	X	X	X

TABLE IX

UNION PRIVILEGES

COMMUNITY COLLEGE	DUES DEDUCTIONS	FACILITIES	BULLETIN BOARD	MAIL SERVICE	INFORMATION
16. Wisconsin Continued					
Fox Valley	X				X
Lakeshore	X				
Mid-State	X	X	X		X
Milwaukee	X	X	X	X	
Moraine	X	X	X	X	X
North Central					
Waukesha	X	X	X	X	X
ADDITIONAL--New York					
Orange	X	X	X	X	X

TABLE X

FULL-TIME FACULTY SALARY RANGES

COMMUNITY COLLEGE	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MINIMUM	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MAXIMUM	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	PROFESSOR MINIMUM	PROFESSOR MAXIMUM
1. District of Columbia										
Washington Tech. Inst.										
2. Florida										
Hillsborough										
3. Illinois										
City Colleges of Chicago			11,290	19,040	12,690	22,040	14,220	24,040	16,150	26,040
Highland										
		1	2	3	4	5	6	7	8	9	10
	Min.	8,338	8,717	9,096	9,475	10,044	10,612	11,181	11,749	12,318	12,886
	Max.	12,886	13,265	13,644	14,023	15,065	16,060	17,055	18,003	18,950	19,519
Illinois Valley										
		1	2	3	4	5	6				
	Min.	9,400	10,200	10,700	11,400	12,000	12,600				
	Max.	11,650	12,900	14,400	15,640	17,070	18,550				
Joliet										
		1	2	3	4	5	6	7			
	Min.	10,500	11,100	11,560	12,130	12,700	13,150	13,850			
	Max.	14,500	17,900	18,360	18,930	19,500	19,950	20,650			
Lake Land										
Prairie State										
		1	2	3	4	5	6	7	8		
	Min.	7,595	8,995	9,715	10,215	10,715	11,215	11,965	12,215		
	Max.	11,335	13,285	16,435	17,575	18,555	19,375	20,285	21,175		

TABLE X

FULL-TIME FACULTY SALARY RANGES

COMMUNITY COLLEGE	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MINIMUM	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MAXIMUM	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	PROFESSOR MINIMUM	PROFESSOR MAXIMUM
3. Illinois Continued										
Sauk Valley	8,975	12,050	9,875	13,850	11,650	16,500	13,375	19,725	15,400	22,775
Thornton[1]										
		1	2	3	4	5	6	7	8	
Min.		8,834	9,467	10,100	10,734	11,367	12,000	12,634	13,267	
Max.		13,267	15,167	16,434	17,700	18,967	19,600	20,234	20,868	
Triton										
Waubonsee										
		1	2	3	4	5	6	7	8	9	10
Min.		9,600	10,000	10,300	10,600	10,850	11,100	11,450	11,800	12,100	12,400
Max.		15,216	16,300	16,796	17,755	18,170	18,600	19,175	19,765	20,275	20,770
4. Kansas										
Garden City										
		1	2	3	4	5	6	7		
Min.		5,520	6,210	6,900	7,590	8,280	8,970	9,660		
Max.		10,074	10,791	12,420	13,110	13,800	14,490	15,180		
Hutchinson										
		1	2	3	4	5	6	7		
Min.		7,470	8,300	8,715	9,130	9,545	9,550	10,375		
Max.		8,715	11,205	12,450	13,695	14,940	16,185	16,600		
Labette										
		1	2	3	4	5	6			
Min.		7,000	7,300	7,600	7,900	8,200	8,500			
Max.		9,017	10,786	13,112	13,412	13,712	14,312			

TABLE I

FULL-TIME FACULTY SALARY RANGES

COMMUNITY COLLEGE	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MINIMUM	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MAXIMUM	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	PROFESSOR MINIMUM	PROFESSOR MAXIMUM
5. Maine										
Maine Voc-Tech. Inst.										
	1	2	3	4	5					
Min.	8,224	8,631	9,059	9,504	9,983					
Max.	11,558	12,134	12,743	13,373	14,041					
6. Maryland										
C.C. of Baltimore	7,174	12,713	9,627	15,166	10,445	17,830	12,238	21,100	14,981	25,320
7. Massachusetts										
Bristol			9,308	12,776	10,889	15,064	13,049	18,533	16,263	23,158
Massasoit	(Same as above)									
Mount Wachusett	(Same as above)									
8. Michigan										
Charles Stewart Mott										
	1	2	3	4	5	6	7	8	9	
Min.	7,557	9,169	9,599	10,029	10,459	10,889	11,319	11,749	12,179	
Max.	10,787	15,359	15,789	16,838	17,268	17,698	18,128	18,558	18,988	
Glen Oaks										
	1	2	3	4	5	6	7	8		
Min.	7,425	7,838	8,250	8,663	9,075	9,488	9,900	10,313		
Max.	12,263	13,613	15,180	16,170	17,160	18,728	19,140	19,553		
Henry Ford						9,550	18,700	10,000	19,150	10,450	20,288

TABLE I

FULL-TIME FACULTY SALARY RANGES

COMMUNITY COLLEGE	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MINIMUM	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MAXIMUM	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	PROFESSOR MINIMUM	PROFESSOR MAXIMUM
8. Michigan Continued										
Jackson			10,701	16,981	11,631	18,959	12,096	20,471	12,561	21,983
Kalamazoo Valley										
	1	2	3	4	5	6				
Min.	10,295	10,776	11,257	11,738	12,219	12,700				
Max.	16,987	17,781	18,574	19,368	20,162	20,956				
Kellogg										
	1	2	3	4	5					
Min.	8,294	9,313	10,206	10,630	11,053					
Max.	12,250	14,620	17,070	17,494	17,917					
Lansing	37 Week Salary = 1973-74 37 Week Salary plus $822. 45 Week Salary = 1973-74 45 Week Salary plus $1,000. (45 Week Salary = 37 Week Salary (times) 1.2162)									
Macomb County	Min. - 9,700 Max. - 19,750									
Mid-Michigan										
	1	2	3	4	5	6	7	8		
Min.	7,435	7,886	8,764	9,512	9,867	10,223	10,578	10,934		
Max.	10,686	12,420	13,928	16,719	17,095	17,473	17,678	18,229		
Monroe County										
	1	2	3	4	5					
Min.	7,900	9,400	9,900	10,400	10,900					
Max.	10,210	14,350	15,620	17,000	17,500					
Oakland			10,763	17,003	12,327	19,551	14,137	22,501	16,233	23,897
Saint Clair										
	1	2	3	4	5	6				
Min.	8,093	8,992	9,891	10,791	11,690	12,589				
Max.	14,387	15,286	16,185	17,085	17,984	18,883				

TABLE X

FULL-TIME FACULTY SALARY RANGES

COMMUNITY COLLEGE	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MINIMUM	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MAXIMUM	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	PROFESSOR MINIMUM	PROFESSOR MAXIMUM
8. Michigan Continued										
Schoolcraft			9,883	15,553	10,862	18,239	11,405	18,800	11,949	19,359
Wayne County					11,602	14,721	13,473	17,529	15,345	20,334
West Shore	1 12,500	2 14,000	3 15,500	4 16,150 / 5 16,800	6 17,450	7 18,100				
9. Minnesota										
State Community College Board			6,979	13,162	8,328	15,078	8,803	15755	9,295	16,455
10. New Jersey										
Atlantic			7,800	11,000	9,000	15,900	11,400	17,500	13,300	20,000
Bergen	9,141	14,682	10,304	14,682	12,579	19,413	14,755	21,881	17,309	24,664
Brookdale			10,032		12,122		14,630		17,242	
Gloucester	9,400	12,640	10,200	13,908	11,450	15,617	13,050	17,685	15,100	20,194
Mercer	8,200	11,850	9,525	13,400	10,900	16,150	13,100	19,450	15,200	22,350
Middlesex	8,513	13,413	9,521	15,121	11,425	17,725	13,664	20,644	16,240	23,940
Passaic			14,100		15,100		18,300		20,900	
Somerset	Min. - 8,867 Max. - 21,447									

TABLE X

FULL-TIME FACULTY SALARY RANGES

COMMUNITY COLLEGE	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MINIMUM	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MAXIMUM	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	PROFESSOR MINIMUM	PROFESSOR MAXIMUM
11. New York										
Auburn			8,700	12,000	10,000	15,624	12,000	18,770	14,000	
Broome Tech. (1)	5,861		7,756		8,585		9,970		11,716	
(2)	6,607									
City University (1)	12,200	14,300	12,700	19,350	13,930	23,030	18,430	27,700	23,100	33,475
of New York (2)	13,000	15,800								
(3)	15,300	17,800								
Dutchess										
Fashion Inst.			15,600	17,050	18,330	24,330	21,630	29,300	26,600	34,950
Finger Lakes	8,671		9,818		11,487		13,399		15,535	
Fulton-Mont. (1)	5,859	8,370	9,114	13,020	11,067	15,810	13,020	18,600	14,973	21,390
(2)	7,161	10,230								
Genesee			9,500	14,000	10,500	17,000	12,000	23,000	14,000	25,000
Jamestown	5,000		8,000		9,550		11,500		13,450	
Mohawk Valley	8,000	10,500		12,100		14,200		16,800		20,000
Monroe										
Niagara	7,498	9,848	9,578	13,240	11,346	15,731	13,010	18,115	14,778	21,063
Onondaga	7,633	10,741	10,121	14,241	11,781	16,578	13,516	19,020	15,983	22,492
Rockland	7,777	12,480	9,875	14,039	11,261	16,813	13,419	20,364	14,813	23,139

TABLE X

FULL-TIME FACULTY SALARY RANGES

COMMUNITY COLLEGE	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MINIMUM	ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST MAXIMUM	INSTRUCTOR MINIMUM	INSTRUCTOR MAXIMUM	ASSISTANT PROFESSOR MINIMUM	ASSISTANT PROFESSOR MAXIMUM	ASSOCIATE PROFESSOR MINIMUM	ASSOCIATE PROFESSOR MAXIMUM	PROFESSOR MINIMUM	PROFESSOR MAXIMUM
11. New York Continued										
Schenectady			7,950	12,500	8,750	14,100	10,450	16,800	12,850	20,200
Ulster			9,100	14,054	10,500	16,513	12,500	19,653	14,900	22,271
Westchester			13,450	14,880	15,620	20,780	17,275	24,350	21,180	28,180
12. Oregon										
Southwestern Oregon			7,290	11,322	9,162	14,220	11,196	17,334	14,238	22,068
13. Pennsylvania										
Beaver County			9,100	11,700	10,100	15,300	11,300	17,700	12,500	20,100
Bucks County			8,400	13,000	9,400	15,000	11,100	17,500	13,600	20,000
Lehigh County	6,000	10,500	8,000	13,000	9,500	15,000	11,000	17,000	12,500	19,000
C.C. of Philadelphia			9,000		10,000		11,000		12,000	
Westmoreland County			8,200	11,710	9,370	12,880	10,930	14,440	13,270	16,000
Williamsport Area	Salary based on point system derived from experience, education, licenses and certificates.									
14. Rhode Island										
Rhode Island Jr. College			8,700	11,130	12,000	14,840	15,370	16,960	16,960	18,550

TABLE I

FULL-TIME FACULTY SALARY RANGES

COMMUNITY COLLEGE		ASSISTANT INSTRUCTOR/ TECHNICAL SPECIALIST		INSTRUCTOR		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR		PROFESSOR	
		MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM	MINIMUM	MAXIMUM
15. Washington											
Bellevue		1	2	3	4	5					
	Min.	8,500	9,350	9,775	10,965	11,390					
	Max.	11,900	13,600	15,215	17,085	19,040					
Centralia Tech.		1	2	3	4	5	6	7	8	9	10
	Min.	8,235	8,600	8,950	9,256	9,562	9,869	10,175	10,481	10,787	11,222
	Max.	12,318	13,054	13,776	14,082	14,759	15,437	15,743	16,049	16,355	17,279
Green River		1	2	3	4	5	6	7	8	9	
	Min.	8,990	9,170	9,350	9,529	9,709	9,889	10,069	10,249	10,428	
	Max.	14,339	14,519	14,699	15,193	15,373	15,553	16,047	16,227	16,407	
Lower Columbia											
				7,886	14,019		8,762	14,895		9,637	15,771	10,514	16,647
Tacoma											
Yakima Valley		1	2	3	4	5	6	7	8		
	Min.	10,030	10,605	10,905	11,705	12,005	13,305	13,605	14,905		
	Max.	15,030	16,605	16,905	17,205	17,505	18,305	18,605	18,905		
16. Wisconsin											
Eau Claire		1	2	3	4	5	6	7			
	Min.	9,384	9,658	9,943	10,597	10,871	11,156	11,441			
	Max.	14,026	14,346	14,678	15,977	16,298	16,629	17,111			
Fox Valley		1	2	3	4	5	6	7	8	9	10	11	12
	Min.	11,632	11,908	12,184	12,461	12,737	13,013	13,289	13,566	13,842	14,118	14,394	14,671
	Max.	17,865	18,142	18,418	18,694	18,970	19,247	20,992	21,268	21,544	21,821	22,097	22,373
Lakeshore		1	2	3	4	5	6	7	8	9	10		
	Min.	8,440	8,651	8,862	9,073	9,284	9,495	9,706	9,917	10,128	10,339		
	Max.	13,172	13,383	13,594	13,805	14,016	14,227	14,776	14,987	15,198	15,409		

TABLE I

FULL-TIME FACULTY SALARY RANGES

COMMUNITY COLLEGE	LECTURER/ TECHNICAL SPECIALIST		INSTRUCTOR		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR		PROFESSOR	
	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
10. [illegible]										
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]					
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]				
[illegible]										
[illegible]										
[illegible]										
[illegible]										

TABLE II

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT		
		SUMMER	EVENING	OVERLOAD
1. District of Columbia				
Washington Tech. Inst.				
2. Florida				
Hillsborough	Credit Hour	13% of 9 month contractual salary for 6 week period.		Rank III - $174-184 per Credit Hour. Rank II - $194-206 per Credit Hour. Rank II+ - $2[illegible]-224 per Credit Hour. Rank I - $229-243 per Credit Hour.
3. Illinois				
City Colleges of Chicago				
Highland	Contact Hour	Weekly Contact Hour (times) 1/16 2/9 (times) current 9 month contract base salary.		2% (times) MA-0 base pay for each Contact Hour.
Illinois Valley	Equated Contact Hour (ECH)	0.20 (times) yearly salary for 6 Credit Hours.		$250 per ECH for less than full-time.
	Credit Hour	0.033 (times) yearly salary for less than 6 hours.		$250 per Credit Hour for full-time.
Joliet	Semester Hour	$225/Hour - $255/Hour based on experience.	$225/Hour - $245/Hour based on experience.	
Lake Land				
Prairie State	Equalized Semester Hour (ESH)	$300 for 2 or more (ESH).		0-4 years - $220/ESH 5-9 years - $230/ESH 10-15 years - $240/ESH Any faculty member who teaches more than 15 ESH shall receive an additional $75 per semester.
Sauk Valley				

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT		
		SUMMER	EVENING	OVERLOAD
3. Illinois Continued				
Thornton	Salary per 3 Semester Hour Course.	Min. / Max. A $707 / $909 B $757 / $960 C $808 / $1010 D $859 / $1061 E $909 / $1112 F $960 / $1162 G $1010 / $1213 H $1061 / $1263		
Triton	Equivalent Lecture Hour (ELH)	1/50 of base salary for each ELH.		Min. / Max. Less than MA $172.80 / $267.84 MA $192.00 / $297.60 MA + 30 $211.20 / $348.48 MA + 60 $230.40 / $391.68 DR $249.60 / $436.80
Waubonsee	Semester Hour Equivalent (SHE)	$310 per (SHE).		Voluntary - 1/30 (times) overload (times) MA base salary. Required - 1/30 (times) overload (times) teacher's salary.
4. Kansas				
Garden City	Credit Hour	1/30 of annual base salary per Credit Hour.	$200 per Credit Hour.	$200 per Credit Hour.
Hutchinson	Credit Hour	1/9 of regular salary for each 4 week session.	$8.00 per Hour.	
Labette	Credit Hour	$200 per Credit Hour.		$200 per Credit Hour

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT		
		SUMMER	EVENING	OVERLOAD
5. Maine				
Maine Voc.-Tech. Inst.	Base salary Pro-rated			
6. Maryland				
C.C. of Baltimore				
7. Massachusetts				
Bristol				
Massasoit				
Mount Wachusett				
8. Michigan				
Charles Stewart Mott	Contact	Full-time receives 95% of weekly rate. Part-time receives $110 per Contact Hour.		$220 per Contact Hour.
Glen Oaks	Equated Credit Hour (ECH) or Class Hour	1/38 of current salary per ECH.	$7.50 per Class Hour for minimum enrollment. $10.00 per Class Hour for 150% of minimum.	1/45 of current salary per ECH.
Henry Ford	Contact Hour	1/60 of monthly contract salary per Contact Hour.		1/70 of monthly contract salary per Contact Hour.

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT		
		SUMMER	EVENING	OVERLOAD
8. Michigan Continued				
Jackson	Contact Hour			1/50 of salary. 6 week sessions: 1/42 of salary for each week.
Kalamazoo Valley	Assignment Units (AU)	Based on base salary range and number of AU's above 600.		$75.00 for each additional 10 AU's.
Kellogg	Contact Hour	$250 per Contact Hour.		$250 per Contact Hour.
Lansing				
Macomb County	Equated Hour	1/30 of basic annual salary per Equated Hour.		1/45 of basic annual salary per Equated Hour.
Mid-Michigan	Credit Hour or Contact Hour	$20.00 per Student Credit Hour.		Credit Hours/15 percent of basic semester salary. Contact Hours/20 percent of basic semester salary.
Monroe County		.024 (times) current annual salary (times) Load Factor (times) number of weeks scheduled.[2]		.00125 of annual salary.
Oakland	Credit Hour	6 or more hours: $\frac{\text{10 month salary}}{30}$. Less than 6: $\frac{\text{10 month salary}}{32}$.		Group A Course: .00075 (times) 10 month salary. Group B Course: .001 (times) 10 month salary.
Saint Clair	Contact Hour	1. Instructors in 28-32 hour range: Salary = $\frac{\text{Contractual Salary}}{36}$ (times) Contact Hours (times) 72.5%. 2. Instructors in 30-36 hour range: Salary = $\frac{\text{Contractual Salary}}{32}$ (times) Contact Hours (times) 72.5%. 3. English Composition Courses shall be computed as 3 Contact Hours.		

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT SUMMER	EVENING	OVERLOAD
8. Michigan Continued				
Schoolcraft	Course Contact Hour (CCH)	$200 per CCH.	$200 per CCH.	$200 per CCH.
Wayne County	Contact Hour	Contact Hours/16.5 (Times) Number of weeks/36 (times) annual salary.		Whichever is Higher: (1) .001 of 1974-75 10 month salary. (2) Providing faculty member was employed during 1969-70 or 1970-71 academic year for a part-time or overload assignment and had obtained the following degrees and exp. on or before August 31, 1971: (A) MA or less and 6-10 years: $12.00. (B) MA or less and 11 or more years: $14.00. (C) DR: $17.00.
West Shore	Equated Credit Hour (ECH) or Contact Hour	ECH (times) Contractual Salary / 48 Nurse Education: Per Diem - Contractual Salary/185.		ECH overload (times) salary (times) 1/60. Contact Hour overload (times) salary (times) 1/113.
9. Minnesota				
State Community College Board	Pro-rated Salary	Full-time: 1/6 salary of previous year. Part-time: Pro-rated		1/36 salary (times) number of weeks.
10. New Jersey				
Atlantic	Contact Hour	Inst. - $275/Contact Hour. Assist. Prof. - $325/Contact Hour. Assoc. Prof. - $350/Contact Hour. Prof. - $350/Contact Hour.		Inst. - $250/Contact Hour. Assist. Prof. - $300/Contact Hour. Assoc. Prof. - $325/Contact Hour. Prof. - $325/Contact Hour.

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT			
		SUMMER	EVENING		OVERLOAD
10. New Jersey Continued					
Bergen	Contact Hour			Min. / Max.	
			Assoc. Inst.	$13.57 / $17.34	
			Inst.	$14.50 / $17.34	
			Assist Prof.	$16.70 / $19.26	
			Assoc. Prof.	$17.38 / $19.79	
			Prof.	$18.56 / $20.00	
Brookdale	Credit Hour				Regular Term: $8.00/Credit Hour when total load for team (divided by) Full-time Equated Faculty exceeds 450 Student Credit Hours. Short Term: $8.00/Credit Hour when Student Credit Hours average exceeds 225.
Gloucester	Contact Hour	10% of base salary for succeeding academic year.			$250 per Contact Hour.
Mercer	Contact Hour	Assist. Inst. and Inst. receive $255/Contact Hour. Assist. Prof., Assoc. Prof., and Prof. receive $270/Contact Hour.			Same as Summer Schedule.
Middlesex	Contact Hour	$275 per Contact Hour.	$275 per Contact Hour.		6 2/3 percent of regular salary per Contact Hour.
Passaic	Pro-rated Salary	Faculty having completed 1-3 year's service: Pro-rated value of previous academic year's salary. Faculty having completed 4 or more year's service: Pro-rated value of salary of faculty having completed 3 year's service.			

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT		
		SUMMER	EVENING	OVERLOAD
10. New Jersey Continued				
Somerset	Credit Hour	$275 per Credit Hour.		$275 per Credit Hour.
11. New York				
Auburn	Credit Hour	_____	Inst. - $269/Credit Hour. Assist. Prof. - $297/Credit Hour. Assoc. Prof. - $329.11/Credit Hour. Prof. - $364.17/Credit Hour.	_____
Broome Tech.	Contact Hour		$12-15 per Contact Hour.	$12-15 per Contact Hour.
City University of New York	Hour	_____	Inst. - $22-24/Hour. Assist. Prof. - $25-26/Hour. Assoc. Prof. - $27-29/Hour. Prof. - $30-32/Hour.	_____
Dutchess	Lecture Hour	_____	Under 2 Semester Service - $300 per Lecture Hour. Over 2 Semester Service - $335 per Lecture Hour.	_____
Fashion Inst.	Hour	42 Hour Course: 8% of annual salary.	1/1000 of annual salary or $21 to $32 per Hour depending upon service.	
Finger Lakes	Contact Hour			$275 per Contact Hour (plus) 2/3 of one percent of base salary.
Fulton-Montgomery	Credit Hour	_____	Inst. - $220/Credit Hour. Assist. Prof. - $240/Credit Hour. Assoc. Prof. - $260/Credit Hour. Prof. - $280/Credit Hour.	_____
Genesee	Contact Hour	$250 per Contact Hour.		$250 per Contact Hour.

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT		
		SUMMER	EVENING	OVERLOAD
11. New York Continued				
Jamestown	Credit Hour	1/36 of annual salary per Credit Hour.		1/45 of average salary per Credit Hour.
Mohawk Valley	Class Hour	1/42 of annual salary.	_____	Inst. -$13.00/Class Hour. Assist. Prof. - $14.00/Class Hour. Assoc. Prof. - $15.00/Class Hour. Prof. - $16.00/Class Hour.
Monroe	Percentage of base salary	_____	3½ percent of base rank salary	_____
Niagara	Credit Hour		Over 3 year's service - $290 per Credit Hour. Over 2 but less than 3 years - $275 per Credit Hour. 2 or less years - $260 per Credit Hour.	
Onondaga	Contact Hour			$275 per Contact Hour.
Rockland	Contact Hour	_____	1-3 semesters - $200/Contact Hour. 4-9 semesters - $240/Contact Hour. 10 or more semesters - $280/Contact Hour.	_____
Schenectady	Teaching Hour	_____	1/60 of current annual salary.	_____
Ulster	Semester Hour	_____	Inst. - $260/Semester Hour. Assist. Prof. - $275/Semester Hour. Assoc. Prof. - $290/Semester Hour. Prof. - $305/Semester Hour.	_____
Westchester	Contact Hour	_____	$14.25 to $22.25 per Contact Hour based on service.	_____

123

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT		
		SUMMER	EVENING	OVERLOAD
12. Oregon				
Southwestern Oregon	Pro-rated Salary	80% of individually contracted rate.		80% of individually contracted rate.
13. Pennsylvania				
Beaver County	Credit Hour	$285 per Credit Hour.		$225 per Credit Hour.
Bucks County	Credit Hour	$275 per Credit Hour.		$275 per Credit Hour.
Lehigh County	Credit Hour	$325 per Credit Hour.		$250 per Credit Hour.
C.C. of Philadelphia	Contact Hour	$250 per Contact Hour.		$250 per Contact Hour.
Westmoreland County	Credit Hour	$250 per Credit Hour.		$250 per Credit Hour.
Williamsport Area	Credit Hour or Contact Hour	_____ $300 per Credit Hour.	_____	$300 per Credit Hour or $100 per Contact Hour.
14. Rhode Island				
Rhode Island Jr. College	Hour	$23.00 per Hour.	20.00 per Hour.	
15. Washington				
Bellevue				
Centralia Tech.				
Green River				

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT		
		SUMMER	EVENING	OVERLOAD
15. Washington Continued				
Lower Columbia[3]	Class Hour and Credit Hour and Contact Hour			$4.12 per Class Hour (plus) $61.80 per Credit Hour, with a minimum of $7.21 per Contact Hour.
Tacoma				
Yakima Valley	Credit Hour	(Part Time):		
		Credit Hours: 1 — Quarterly Rates: $172 2 — $345 3 — $517 4 — $689 5 — $861		
16. Wisconsin				
Eau Claire				
Fox Valley	Hour	1/35 of weekly salary per Hour.		
Lakeshore	Pro-rated Salary	38 weeks employment - regular schedule 40 " - 2.6% 42 " - 2.5% 44 " - 2.4% 46 " - 2.2% 48 " - 2.1%		
Mid-State	Hour		1/1330 of contract salary per Hour.	

TABLE XI

SUMMER, EVENING AND OVERLOAD PROVISIONS

COMMUNITY COLLEGE	COMPENSATION METHOD	RATE OF PAYMENT		
		SUMMER	EVENING	OVERLOAD
16. Wisconsin Continued				
Milwaukee	Class Period (50 Min.)	1/190 of salary rate for preceeding semester.	2 Hours, 40 Min.[4] - $25.00/Class Hour 2 Hours, 40 Min. - $24.00/Class Hour 2 Hours - $20.00/Class Hour 1 Hour, 40 Min. - $18.00/Class Hour 1 Hour, 15 Min. - $14.00/Class Hour 50 Min. - $13.00/Class Hour	
Moraine Park				
North Central	Hour and Pro-rated	Direct pro-rata comp. based on 38 week salary.	1/1300 of annual salary per Hour.	Direct pro-rata comp. based on 38 week salary.
Waukesha	Work Load Points			1/74 of annual salary for each work load point.

Notes:

1. Spring and Summer 1975.
2. Load Factor is as follows:
   (1) 14-16 range - $\frac{\text{Class minutes per week}}{800}$
   (2) 15-18 range - $\frac{\text{Class Minutes per week}}{880}$
3. 1972-73 Schedule.
4. With preparation in 2 different subjects taught consecutively.

ADDITIONAL--New York

Orange	Credit Hour	_____	Inst. - $322/Credit Hour. Assist. Prof. - $363/Credit Hour. Assoc. Prof. - $410/Credit Hour. Prof. - $464/Credit Hour	_____

TABLE XII

INSURANCE AND RELATED BENEFIT PROVISIONS REPORTED

COMMUNITY COLLEGE	HOSPITAL & MAJOR MED.	DISABILITY	RETIREMENT	LIFE	TUITION WAIVER	TRAVEL ALLOWANCE	OTHER
1. District of Columbia							
Washington Tech. Inst.							
2. Florida							
Hillsborough		X		X			dental, malpractice, legal council
3. Illinois							
City Colleges of Chicago	X			X			dental and vision, group auto insurance, credit union, tax sheltered annuity
Highland	X				X	X	fund, tax sheltered annuity
Illinois Valley	X				X	X	credit union, sheltered annuity,
Joliet	X						
Lake Land							
Prairie State[1]						X	credit union
Sauk Valley	X		X	X	X		
Thornton	X			X			
Triton	X	X	X	X	X	X	
Waubonsee	X	X		X		X	credit union, sheltered annuity,

TABLE XII

INSURANCE AND RELATED BENEFIT PROVISIONS REPORTED

COMMUNITY COLLEGE	HOSPITAL & MAJOR MED.	DISABILITY	RETIREMENT	LIFE	TUITION WAIVER	TRAVEL ALLOWANCE	OTHER
4. Kansas							
Garden City	X						
Hutchinson	X		X				
Labette	X						
5. Maine							
Maine Voc.-Tech. Inst.	X				X		
6. Maryland							
C.C. of Baltimore	X				X		
7. Massachusetts[2]							
Bristol	X	X		X	X		liability, salary continuation, pension plan, tax sheltered annuity
Massasoit	X	X			X		liability, salary continuation, annuities
Mount Wachusett		X			X		pension, annuities
8. Michigan							
Charles Stewart Mott	X	X	X	X			
Glen Oaks	X		X	X	X		
Henry Ford	X	X		X			

TABLE XII

INSURANCE AND RELATED BENEFIT PROVISIONS REPORTED

COMMUNITY COLLEGE	HOSPITAL & MAJOR MED.	DISABILITY	RETIREMENT	LIFE	TUITION WAIVER	TRAVEL ALLOWANCE	OTHER
8. Michigan Continued							
Jackson	X	X	X	X			travel accident coverage
Kalamazoo Valley	X	X		X			dental care
Kellogg	X	X	X	X	X		tax sheltered annuity
Lansing	X	X	X	X		X	professional publications and organisations, liability, tax deferred annuities
Macomb County	X	X	X	X		X	workman's compensation, personal liabilities, short term sickness and accident, cost of living allowance
Mid-Michigan	X		X	X	X	X	purchases, tickets to college events, physical exams, innoculations, annuities
Monroe County	X	X		X			dental care,
Oakland	X	X	X	X		X	professional growth fund, tuition for spouses and dependents, accident, dental, liability
Saint Clair	X	X		X		X	liability, tax sheltered annuity, discount on books, scholarship program, innoculations
Schoolcraft	X	X		X		X	travel accident-life, faculty grant fund, severance pay, dental
Wayne County	X	X	X	X	X		dental, tax sheltered annuity, cost of living allowance.
West Shore	X	X		X	X	X	

TABLE XII

INSURANCE AND RELATED BENEFIT PROVISIONS REPORTED

COMMUNITY COLLEGE	HOSPITAL & MAJOR MED.	DISABILITY	RETIREMENT	LIFE	TUITION WAIVER	TRAVEL ALLOWANCE	OTHER
9. Minnesota							
State Community College Board							legal counsel, severance pay, dependent insurance (hosp.-med.), physical exams
10. New Jersey							
Atlantic	X				X	X	bookstore discount, mental/physical exams
Bergen	X				X		
Brookdale	X	X					travel reimbursement
Gloucester	X		X		X		
Mercer	X	X	X	X	X	X	annuity, professional improvement
Middlesex	X				X	X	professional dues, physical exam
Passaic	X	X		X			
Somerset	X				X	X	physical exam, liability
11. New York							
Auburn		X	X		X	X	welfare fund
Broome Tech.	X			X			liability
City University of New York		X	X		X	X	welfare fund

TABLE XII

INSURANCE AND RELATED BENEFIT PROVISIONS REPORTED

COMMUNITY COLLEGE	HOSPITAL & MAJOR MED.	DISABILITY	RETIREMENT	LIFE	TUITION WAIVER	TRAVEL ALLOWANCE	OTHER
11. New York Continued							
Dutchess	X	X			X		
Fashion Inst.	X						welfare fund
Finger Lakes	X	X		X			liability
Fulton-Montgomery	X			X	X		professional conference fund, liability
Genesee	X		X	X			liability, physical exam
Jamestown	X	X	X	X	X	X	tax deferred annuities
Mohawk Valley	X		X		X		
Monroe	X	X	X	X	X		annuity
Niagara	X	X	X				professional memberships
Onondaga	X		X		X		
Rockland	X	X	X		X		
Schenectady	X						
Ulster	X	X	X	X		X	liability
Westchester[4]						X	dental
12. Oregon							
Southwestern Oregon	X	X			X	X	dental, store discount

TABLE XII

INSURANCE AND RELATED BENEFIT PROVISIONS REPORTED

COMMUNITY COLLEGE	HOSPITAL & MAJOR MED.	DISABILITY	RETIREMENT	LIFE	TUITION WAIVER	TRAVEL ALLOWANCE	OTHER
13. Pennsylvania							
Beaver County	X		X		X	X	
Bucks County	X	X		X			
Lehigh County	X	X	X	X	X	X	tax sheltered annuity, workman's compensation, forgivable loan fund
C.C. of Philadelphia	X		X	X		X	
Westmoreland County	X	X	X	X	X	X	
Williamsport Area	X		X	X	X	X	liability,
14. Rhode Island							
Rhode Island Jr. College	X	X	X	X			
15. Washington							
Bellevue	X	X		X			accident insurance, tax sheltered annuity
Centralia Tech.[5]	X						liability, travel insurance, unemployment
Green River	X	X	X	X	X	X	
Lower Columbia	X						
Tacoma	X		X	X		X	dental, unemployment, severance pay
Yakima Valley[6]			X			X	travel accident

TABLE XII

INSURANCE AND RELATED BENEFIT PROVISIONS REPORTED

COMMUNITY COLLEGE	HOSPITAL & MAJOR MED.	DISABILITY	RETIREMENT	LIFE	TUITION WAIVER	TRAVEL ALLOWANCE	OTHER
16. Wisconsin							
Eau Claire	X	X	X	X		X	liability, dental, school business
Fox Valley	X		X	X		X	liability, dental, income protection
Lakeshore	X		X	X			optometric
Mid-State	X	X	X	X			annuities
Milwaukee	X	X	X	X			
Moraine	X	X	X	X		X	dental
North Central	X	X	X	X		X	physical exam, annuity, credit union, liability, auto liability
Waukesha	X	X	X	X			income protection, physical exam, dental

Notes

1. Faculty covered by Group Insurance Policy. Not described in contract.
2. Leave provisions incorporated in Red Book,(Rules and Regulations pertaining to vacation, sick and other leaves, travel, overtime, and accident prevention)
3. Insurance coverage the same as incorporated in 1969-1970 Agreement with noted increases.
4. Present insurance policies continued for life of contract.
5. The board and union shall select no fewer than (2) of each of the following types of insurance: medical, life, salary, liability, optical and dental.
6. Insurance provisions covered under state law.

ADDITIONAL--New York

Orange	X	X	X				

TABLE XIII

SABBATICAL LEAVE PROVISIONS

COMMUNITY COLLEGE	YEARS LOCAL SERVICE	YEARS BETWEEN LEAVES	SALARY ARRANGEMENTS			PURPOSE OF LEAVE						NUMBER ON LEAVE AT ONE TIME	YEARS MUST RETURN TO COLLEGE
			FULL YEAR HALF PAY	FULL YEAR FULL PAY	OTHER *	FORMAL EDUCATION	RESEARCH	STUDY	TRAVEL	WRITING	EXPER. OF PRO VALUE		
1. District of Columbia													
Washington Tech. Inst.													
2. Florida													
Hillsborough	6	6			2 quarters at ½ pay.			X				2%	1
3. Illinois													
City Colleges of Chicago	6	6	X	X		X	X	X	X	X	X	5%	1
Highland	4	6	*3/8 base pay for ½ year sabbatical. 3/4 base pay for full year sabbatical.			X			X		X		2
Illinois Valley	6	6	X	X				X	X			3%	1
Joliet	6		*2/3 of basic salary for no less than 1, no more than 2 semesters.								X	3	1
Lake Land													
Prairie State													
Sauk Valley													
Thornton	7	7	X	X	After 14 years may take 1 year at full pay provided no previous sabbatical taken.	X	X	X	X		X	5%	1

TABLE XIII

SABBATICAL LEAVE PROVISIONS

COMMUNITY COLLEGE	YEARS LOCAL SERVICE	YEARS BETWEEN LEAVES	SALARY ARRANGEMENTS			PURPOSE OF LEAVE						NUMBER ON LEAVE AT ONE TIME	YEARS MUST RETURN TO COLLEGE
			FULL YEAR HALF PAY	FULL YEAR FULL PAY	OTHER*	FORMAL EDUCATION	RESEARCH	STUDY	TRAVEL	WRITING	EXPER. OF PRO VALUE		
3. Illinois Continued													
Triton	3				*Faculty member receives from 22% to 100% of salary based on consecutive years of service from 3-14.		X	X	X		X	3½%	1 year for 1 semester. 2 years for 2 semester.
Waubonsee	6	6	X	X		X	X	X	X	X	X	3%	Not specified. States only he/she must return.
4. Kansas													
Garden City													
Hutchinson	5				*½ of 1 semester pay for each semester not to exceed 2 semesters.	X					X	5	
Labette													
5. Maine													
Maine Voc.-Tech Inst.	7		X	X									1
6. Maryland													
C.C. of Baltimore	7	7	X		½ year, ½ pay	X	X	X	X	X	X	3%	1
7. Massachusetts													
Bristol	6		X	X		X	X	X					1

TABLE XIII

SABBATICAL LEAVE PROVISIONS

COMMUNITY COLLEGE	YEARS LOCAL SERVICE	YEARS BETWEEN LEAVES	SALARY ARRANGEMENTS			PURPOSE OF LEAVE						NUMBER ON LEAVE AT ONE TIME	YEARS MUST RETURN TO COLLEGE
			FULL YEAR HALF PAY	FULL YEAR FULL PAY	OTHER *	FORMAL EDUCATION	RESEARCH	STUDY	TRAVEL	WRITING	EXPER. OF PRO VALUE		
7. Massachusetts Continued													
Massasoit	6		X	X		X	X	X					1
Mount Wachusett	6		X	X		X	X	X					1
8. Michigan													
Charles Stewart Mott	7	7	X	X			X	X				2%	1
Glen Oaks	5	5	X	*for leave less than 1 year salary will be computed proportionately.			X	X	X	X		10%	1
Henry Ford	7 (4 at H.F.)	7	*pay shall be at ½ pay not to extend beyond 1 year.					X	X	X		2%	1
Jackson	8	8	X	X			X	X				5%	2
Kalamazoo Valley	6	6	X	X				X	X			5%	1
Kellogg	6	6			1 year at ½ pay.			X	X			3	1
Lansing	6	6	*½ for 3 terms, 2/3 for 2 terms, full pay for 1 term.				X	X					1
Macomb County	7		X	X		X	X	X	X	X	X	6	1
Mid-Michigan	7	7	X	X	1/3 pay for each of 3 summer sessions.							2	2

TABLE XIII

SABBATICAL LEAVE PROVISIONS

COMMUNITY COLLEGE	YEARS LOCAL SERVICE	YEARS BETWEEN LEAVES	SALARY ARRANGEMENTS: FULL YEAR HALF PAY	FULL YEAR FULL PAY	OTHER	PURPOSE OF LEAVE: FORMAL EDUCATION	RESEARCH	STUDY	TRAVEL	WRITING	EXPER. OF PRO VALUE	NUMBER ON LEAVE AT ONE TIME	YEARS MUST RETURN TO COLLEGE
8. Michigan Continued													
Monroe County	7	7	X	X			X	X	X	X	X		1
Oakland	6 3	6 3	X	X	1 semester at ½ pay. Spring term at full pay.		X	X					Twice the length of leave.
Saint Clair	6		X	X				X	X	X	X	2	2
Schoolcraft	7	7	X	X			X	X					
Wayne County	7		X	X			X	X		X		2%	2
West Shore	6				up to 1 year at 2/3 pay.			X	X			5%	1
9. Minnesota													
State Community College Board	6	6			1,2, or 3 quarters X at ½ pay.						X	5%	1
0. New Jersey													
Atlantic													
Bergen	6	6	X	X			X	X	X		X		1
Brookdale	7	7	X	X			X	X	X		X	5%	1

TABLE XIII

SABBATICAL LEAVE PROVISIONS

COMMUNITY COLLEGE	YEARS LOCAL SERVICE	YEARS BETWEEN LEAVES	SALARY ARRANGEMENTS			PURPOSE OF LEAVE						NUMBER ON LEAVE AT ONE TIME	YEARS MUST RETURN TO COLLEGE
			FULL YEAR HALF PAY	FULL YEAR FULL PAY	OTHER	FORMAL EDUCATION	RESEARCH	STUDY	TRAVEL	WRITING	EXPER. OF PRO VALUE		
10. New Jersey Continued													
Gloucester	7	7	X		½ year at ½ pay.		X	X					
Mercer	6	6	X	X							X		2
Middlesex	7	7	X	X			X	X				10%	
Passaic													
Somerset	6	6	X	X			X	X	X		X	2	1
11. New York													
Auburn	6		X	X		X	X	X	X	X	X	4	1
Broome Tech.	6	6	X	X	3 summer sessions	X	X	X	X		X	2%	2
City University of New York	6	6	X	X			X	X	X	X			1
Dutchess	6	6	X	X		X	X	X	X	X	X	5%	
Fashion Inst.	6		X	X			X	X	X				
Finger Lakes	6		X	X		X	X	X		X	X	3	1
Fulton-Montgomery	6	6	X	X		X	X	X	X			10%	1
Genesee	6	6	X	X		X	X	X	X		X	5	1

TABLE XIII

SABBATICAL LEAVE PROVISIONS

COMMUNITY COLLEGE	YEARS LOCAL SERVICE	YEARS BETWEEN LEAVES	SALARY ARRANGEMENTS			PURPOSE OF LEAVE						NUMBER ON LEAVE AT ONE TIME	YEARS MUST RETURN TO COLLEGE
			FULL YEAR HALF PAY	FULL YEAR FULL PAY	OTHER	FORMAL EDUCATION	RESEARCH	STUDY	TRAVEL	WRITING	EXPER. OF PRO VALUE		
11. New York Continued													
Jamestown	6	6	X	X		X	X	X	X	X	X	5%	1
Mohawk Valley	6	6	X	X		X	X	X	X	X	X		
Monroe	6	6	X	X		X	X	X	X	X	X		
Niagara	6	6	X	X		X	X	X	X	X	X		1
Onondaga	6	6	X	X		X	X	X	X	X	X		1
Rockland	6	6	X	X		X	X	X	X	X	X		1
Schenectady	6	6	X	X								1	1
Ulster			X	X									
Westchester	6 12	X	X		1 year at 3/4 pay.						X		
12. Oregon													
Southwestern Oregon	6	6	X		2/3 year at 3/4 salary. 1/3 year at full salary.	X	X	X				1 from any division.	1
13. Pennsylvania													
Beaver County	5	7	X	X				X	X		X	5%	1

TABLE XIII

SABBATICAL LEAVE PROVISIONS

COMMUNITY COLLEGE	YEARS LOCAL SERVICE	YEARS BETWEEN LEAVES	SALARY ARRANGEMENTS: FULL YEAR HALF PAY	FULL YEAR FULL PAY	OTHER*	PURPOSE OF LEAVE: FORMAL EDUCATION	RESEARCH	STUDY	TRAVEL	WRITING	EXPER. OF PRO VALUE	NUMBER ON LEAVE AT ONE TIME	YEARS MUST RETURN TO COLLEGE
3. Pennsylvania Continued													
Bucks County	6	6	X		½ year at ½ pay.						X	No more than 2% or 4 whichever is greater.	1
Lehigh County	6	6	X		½ year at ½ pay.	X	X	X	X	X	X	1%	2
C.C. of Philadelphia	6		X	X			X	X	X			3½%	2
Westmoreland County	5	5	X	X		X	X	X	X			5%	1
Williamsport Area	7 5 for purpose of attaining BA degree.	7	X	X			X	X	X			10%	1
4. Rhode Island													
Rhode Island Jr. College	6	6	X	X		X	X	X			X	5%	1
5. Washington													
Bellevue	3				Up to 72% of base salary for 1 year.			X	X		X		1
Centralia													
Green River[1]			*from 1 quarter to 1 academic year at no more than 75% of salary.				X	X	X	X	X	6%	Twice the length of leave.

TABLE XIII

SABBATICAL LEAVE PROVISIONS

COMMUNITY COLLEGE	YEARS LOCAL SERVICE	YEARS BETWEEN LEAVES	SALARY ARRANGEMENTS: FULL YEAR HALF PAY	FULL YEAR FULL PAY	OTHER*	PURPOSE OF LEAVE: FORMAL EDUCATION	RESEARCH	STUDY	TRAVEL	WRITING	EXPER. OF PRO VALUE	NUMBER ON LEAVE AT ONE TIME	YEARS MUST RETURN TO COLLEGE
5. Washington Continued													
Lower Columbia[2]		5			*total compensation including stipends grants shall not exceed normal salary.		X	X			X		Same time period as leave.
Tacoma[3]	5	5			*not to exceed 1 academic year at 2/3 pay.		X	X			X	3%	Length of time equal to that of leave.
Yakima Valley	6	6	X		Up to 1 year at ½ pay.	X	X	X	X	X	X	2½%	
6. Wisconsin													
Eau Claire	5		X									2%	2
Fox Valley	5				*½ pay from 1 semester to 1 year.		X	X				2%	3
Lakeshore	5				*1/3 salary for not less than 1 semester or more than 2. ½ salary for not less than 1 semester or more than 2.	X						2%	3
Mid-State[4]	5		X		*for semester leaves payments will be made proportionately.			X			X		2
Milwaukee	6				*60% of salary for 1 or 2 semesters.						X	4	1
Moraine	5		X		*for under 1 year pay will be prorated.	X		X			X	2%	Twice the amount of leave time.

TABLE XIII

SABBATICAL LEAVE PROVISIONS

COMMUNITY COLLEGE	YEARS LOCAL SERVICE	YEARS BETWEEN LEAVES	SALARY ARRANGEMENTS: FULL YEAR HALF PAY	FULL YEAR FULL PAY	OTHER*	PURPOSE OF LEAVE: FORMAL EDUCATION	RESEARCH	STUDY	TRAVEL	WRITING	EXPER. OF PRO VALUE	NUMBER ON LEAVE AT ONE TIME	YEARS MUST RETURN TO COLLEGE
16. Wisconsin Continued													
North Central	5				*75% of normal salary for up to 1 year.			X			X	20%	Twice the amount of leave time.
Waukesha											X		

Notes

1. Provision titled Staff Development Program
2. Provision titled Professional Leave
3. Provision titled Professional Leave
4. Provision titled Study Leave

ADDITIONAL--New York													
Orange	7		X	X								10	1

TABLE XIV

LEAVE PROVISIONS REPORTED

COMMUNITY COLLEGE	PAID	UNPAID
1. District of Columbia		
Washington Tech. Inst.		
2. Florida		
Hillsborough	sick (12)[1] (includes bereavement, family illness), personal (2), illness in line of duty (10), legal	military, professional personal
3. Illinois		
City Colleges of Chicago	sick (10), personal (5), professional conference, bereavement (5), legal	maternity, professional, military and Peace Corps, special
Highland	sick (10), personal (2)	maternity
Illinois Valley	sick (15 first year, 10 thereafter), personal (5), bereavement (3), legal	maternity, military
Joliet	sick (15)(includes family illness, bereavement), legal, personal (2)	leave of absence, maternity
Lake Land		
Prairie State	sick (16 first year, 12 thereafter), personal (2), legal, bereavement (3)	maternity
Sauk Valley	sick (15 first year, 10 thereafter)(includes family illness, bereavement, personal)	maternity, professional development; accepting of professional assignment with governmental agency, other colleges, or foreign nations (may be paid, reduced salary or unpaid)
Thornton	sick (16 first year, 12 thereafter), bereavement (3), legal, personal (2), professional conference	educational improvement, military, personal health or family hardship, parental, personal

TABLE XIV

LEAVE PROVISIONS REPORTED

COMMUNITY COLLEGE	PAID	UNPAID
3. Illinois Continued		
Triton	sick (12), legal, professional conference, bereavement (3), personal (3)	maternity, personal health, family hardship, military, leave of absence
Waubonsee	sick (17)(includes family illness, bereavement), personal (2)(includes legal, bereavement, moving, family illness, physical exams), professional conference, special, legal	professional, maternity, military, Peace Corps and Vista, special
4. Kansas		
Garden City	sick (10)(may include family illness), bereavement, personal (5)	military, leave of absence, maternity
Hutchinson	sick (20 first year, 10 thereafter), bereavement, family illness, personal, legal	military, political activities, professional conference
Labette	sick (10)(includes family illness, bereavement), personal and legal (3), professional conference	military, maternity
5. Maine		
Maine Voc.-Tech. Inst.	sick (12), personal, bereavement (5), legal	maternity, military
6. Maryland		
Community College of Baltimore	sick (1½ for each month of contracted employment), accident-injury, personal (3), professional conference, receive university degree, bereavement (3), legal	professional leave, maternity/paternal, military, extended personal

TABLE XIV

LEAVE PROVISIONS REPORTED

COMMUNITY COLLEGE	PAID	UNPAID
7. Massachusetts		
Bristol	sick (10), draft appearances, physical exam, bereavement (4), legal, miscellaneous	advanced study, exchange teaching, military, service in professional organization, maternity, personal, professional improvement
Massasoit	sick (10)(includes family illness), bereavement (4)	advanced study, exchange teaching, military, service in professional organization, maternity, professional improvement
Mount Wachusett	sick (10)(includes family illness), bereavement (4), legal	advances study, exchange teaching, military, service in professional organization, maternity
8. Michigan		
Charles Stewart Mott	sick (10)(includes emergency, bereavement, family illness), personal (2), legal, professional conference, catastrophe (1 per occurance)	leave of absence (includes extended illness), maternity, military study, detached service, miscellaneous
Glen Oaks	sick (10)(includes family illness), bereavement (5), personal (2), medical appointments, professional conference	military, maternity
Henry Ford	sick (1 for each month of employment), legal, personal (½ per contract month)	professional, advanced study, exchange teaching, foreign country or military school teaching or assignment, National Defense Graduate Program, personal, child care, military, Peace Corps, public service
Jackson	personal illness or disability, long term disability, bereavement and family illness (3), personal	military, maternity, professional travel, schooling, exchange teaching, health, political office, professional association office
Kalamazoo	personal (12)(includes illness, bereavement, personal business)	graduate study, exchange teaching, Peace Corps, Vista, Teacher Corps, maternity, military
Kellogg	sick (12)(includes family illness and military), bereavement (3), personal (4), legal professional conference	advanced study, exchange teaching, military, professional associated office, public office, maternity, Peace Corps, Vista, Teacher Corps, extended illness

TABLE XIV

LEAVE PROVISIONS REPORTED

COMMUNITY COLLEGE	PAID	UNPAID
8. Michigan Continued		
Lansing	sick (3 per term)(includes summer), personal [includes family illness (5), routine medical attention (½), bereavement (3), legal, graduation of faculty member (1-3), marriage of faculty member (1)]	extended illness, maternity or adoption, military, Peace Corps, overseas teaching, professional advancement, political
Macomb County	sick (1 for each month of employment), legal, personal (5)(includes bereavement)	advanced study, foreign or military school teaching, National Defense Graduate Fellowship Program, health, family illness, maternity, military, public service, mutual consent
Mid-Michigan	sick (12), bereavement (3), family illness (6), personal, legal, professional conference (4)	advanced study, exchange teaching, military, professional association office, political office, maternity
Monroe County	sick (1½ per month of service), legal, bereavement (5), personal (2)	advanced study, exchange teaching, foreign country or military school teaching, National Defense Graduate Fellowship Program, National Science Foundation, employment in industry or business, family illness, maternity, military, Peace Corps, public office
Oakland	sick (10)(includes maternity), legal, military (10), personal (2)	professional growth, health, maternity, military
Saint Clair	sick (10), personal (includes family illness (5), bereavement (5)(3), personal business (1), legal, graduation of faculty (1-3), marriage (1)	military, extended illness, maternity, advanced study, overseas teaching, Peace Corps, political, professional association office
Schoolcraft	sick (15), personal (4), bereavement, legal	professional (includes advanced study, exchange teaching, foreign country or overseas military school teaching, National Defense Graduate Fellowship and National Science Foundation Program), family illness, military, public service
Wayne County	sick (1½ for each month of contracted employment) (includes emergency, personal business), legal, reservist duty (14), emergency military duty (14)	military, maternity, other

TABLE XIV

LEAVE PROVISIONS REPORTED

COMMUNITY COLLEGE	PAID	UNPAID
8. Michigan Continued		
West Shore	sick (5 initially, plus 1 for each month of employment), bereavement (3), extended illness	leave of absence, accident or injury
9. Minnesota		
State Community College Board	sick (10), bereavement (5), personal (2), legal, military	military, maternity, work experience in education, business, industry and/or government, study, extended illness, professional service, exchange teaching, personal emergency
10. New Jersey		
Atlantic	sick	maternity, adoption, military, family illness, political
Bergen	sick (15), bereavement (3), personal (5), military (15), legal	study, research, graduate projects, public service, maternity, military
Brookdale	sick (1¼ per month worked), personal (5), bereavement (3), legal, military	military, special purpose, maternity
Gloucester	sick (10), bereavement (3), personal	maternity, personal, professional service, advanced service, Fulbright or exchange teaching
Mercer	sick (1 for each month of employment), bereavement (3), personal emergency (3)	maternity, involuntary sick leave, health, public service, enhancement of professional qualifications through work experience, exchange teaching
Middlesex	sick, bereavement (5), legal, family illness (5), personal (2)	advanced study, exchange teaching, military, professional organization office, political office, maternity
Passaic	sick (10)(includes family illness and bereavement	maternity, parental need, education
Somerset	sick (12), personal (1), bereavement (3)	maternity

TABLE XIV

LEAVE PROVISIONS REPORTED

COMMUNITY COLLEGE	PAID	UNPAID
11. New York		
Auburn	sick (15), personal (includes family illness, bereavement (3), religious holidays, legal)	advanced study, research, travel, maternity
Broome Tech.	sick	
City University of New York	temporary disability or parental leave (20), legal	child card
Dutchess	sick (10), extended sick leave, personal (3), legal	maternity
Fashion Inst.	sick (20)(includes 7 personal), religious observances (3), personal injury sustained at work, bereavement (5)	maternity
Finger Lakes	sick (12), legal (15), bereavement (3)	general, maternity
Fulton-Montgomery	sick (20 first year, 13 thereafter), personal (3), legal, other	maternity, other
Genesee	sick (20)(may include maternity may be extended), personal (3), bereavement (4).	general, maternity
Jamestown	sick (2 months during academic year), professional conferences	health, political office, education and other employment
Mohawk Valley	sick (1.75 per month), legal, bereavement (3)	advanced study, exchange teaching, service with professional organization, research
Monroe	sick (12)(may include maternity), sick leave at ½ pay for up to 6 months, bereavement (4), religious observance (2), legal	maternity, adoption, military
Niagara	sick (1 per month), personal (3), bereavement (4), legal, military (paid difference between military salary and normal salary)	maternity, advanced study, research, writing and/or occupational experience

TABLE XIV

LEAVE PROVISIONS REPORTED

COMMUNITY COLLEGE	PAID	UNPAID
1. New York Continued		
Onondaga	sick (1 for each month of employment), extended sick leave (faculty with 5 or more years service), legal	education, industrial experience, travel, research, consulting, personal
Rockland	sick (3 per month of employment)(includes family illness, bereavement), extended sick, legal, personal (1)	general, maternity, adoptive
Schenectady	sick (1.75 per month of employment), legal, bereavement (2)	advanced study, exchange teaching, service with professional organization, research, maternity
Ulster	sick (12), personal (5), legal	professional development, maternity
Westchester	sick, personal, legal	maternity, personal, military, educational
2. Oregon		
Southwestern Oregon	sick (10), personal (2), bereavement (10)	military, civic, study, research, travel, recovery of physical or mental health
3. Pennsylvania		
Beaver County	sick (10), bereavement (4), legal, professional conference	military, childbirth, miscellaneous
Bucks County	bereavement (5), legal	maternity, child care, special(acceptance of fellowship, degree, graduate study)
Lehigh County	sick (10), sick leave at ½ pay, bereavement (4), military reserve (14), legal, personal(2)	military, maternity, special
Community College of Philadelphia	personal illness (max. 26 weeks), bereavement (3), legal, professional conference	maternity, military, professional organization service, exchange teaching, advanced study, cultural program

TABLE XIV

LEAVE PROVISIONS REPORTED

COMMUNITY COLLEGE	PAID	UNPAID
13. Pennsylvania Continued		
Westmoreland County	sick (20), work related disability (difference between workman's compensation, social security or other applicable benefits and his normal salary), personal (2), bereavement (2), legal	childbirth, military
Williamsport Area	sick (10), personal (3), bereavement (5), legal	military, maternity, work experience, advanced education, travel, Fulbright or similar exchange teaching
14. Rhode Island		
Rhode Island Jr. College	sick (15), legal	maternity, military, graduate study, professional advancement
15. Washington		
Bellevue	sick (15)(may include maternity), bereavement (10), legal	general (includes emergency, military, maternity, leave of absence)
Centralia Tech.	disability, family emergency and bereavement (5 per quarter), legal	attending institute of higher learning, other
Green River	sick (20)(includes injury, bereavement, emergency, legal, military training (15)	maternity, military, advanced study, consulting, exchange teaching, government service, business or individual experience, educational improvement
Lower Columbia	illness (5)(includes injury, bereavement and emergency), personal (1)	study, research, creative work
Tacoma	sick (5 per quarter), bereavement, legal, accident leave	maternity, government service, general (includes study, research, teaching, travel, work experience)
Yakima Valley	sick (15), bereavement (3 in state, 5 out), family illness (5), personal (4), legal, professional conference	maternity

TABLE XIV

LEAVE PROVISIONS REPORTED

COMMUNITY COLLEGE	PAID	UNPAID
16. Wisconsin		
Eau Claire	sick (15)(includes bereavement, personal, family illness), bereavement (5), military (4 weeks) (difference between military pay and normal salary), legal, professional conference	maternity, military, community service, industrial
Fox Valley	sick (10), emergency (3)(includes bereavement, illness)	maternity, ill health, study, professional leave
Lakeshore	sick (10,8 to individual, 2 to bank)	
Mid-State	sick (10), bereavement (3), professional conference (3), business (2)	
Milwaukee	sick (15)(includes legal, personal, bereavement, religious, emergency), reserve duty (difference between military pay and normal salary), duty incurred disability, professional conference (5)	maternity, military, civic participation, industrial, humanitarian service, other
Moraine Park	income protection (2 per month)(includes personal illness, bereavement (3 family, 1 non-family), emergency, catastrophe (3), legal, professional conference (2)	professional improvement, maternity
North Central	sick (2 per month of employment first year, 1 per month thereafter), bereavement (3), professional conference (2)	personal (occupational education and experience), maternity
Waukesha	sick (12), professional conference (3)	maternity, prolonged illness, necessities of the home, advanced study, exchange teaching, service in professional organization, public office, travel

TABLE XIV

LEAVE PROVISIONS REPORTED

Community College	Paid	Unpaid
Additional -- New York		
Orange	sick (13) personal (4) legal, religous holiday.	maternity, advanced study, exchange teaching, political activities, or work in professional area of competence.

Notes:

1. Number in parenthesis denotes number of days per year unless otherwise indicated.

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152